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Salaries

Engineers' Salaries:

SPECIAL INDUSTRY REPORT
1985

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT
1985

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies, Inc.
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ACKNOWLEDGEMENTS

The Engineering Manpower Commission is grateful for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT

Introduction

This is the nineteenth in a series of reports, based on data supplied by employers, on salaries paid to engineering graduates in the United States. As in previous Engineering Manpower Commission surveys, engineering salary data are collected and presented on the basis of experience, defined as the number of years since attainment of a bachelor's degree. Responding organizations provide separate breakdowns of data for supervisory and nonsupervisory engineers with bachelor's, masters, and doctorate degrees.

Following past practices, engineering salary data are presented in both graphic and tabular forms, with details for upper and lower deciles, upper and lower quartiles, medians, and means.

Responding organizations were asked to provide data on salaries in effect on February 1, 1985. Base salaries and regular allowances such as cost of living differentials were to be included; irregular and unpredictable payments for overtime, stock options, bonuses, etc., were to be excluded.

Data were requested for full-time employees only. All engineering graduates were to be reported, including those in non-technical or managerial positions. However, some employers advised EMC, as they have in the past, that many top management personnel with engineering backgrounds were not included in their responses.

The objective of these salary surveys is to measure current levels and trends over time. The surveys are not exactly comparable from year to year because of changes in the composition of industrial sectors, changes in the makeup of the survey participants, and refinements and adjustments in the data collection methods. Despite these known variations, the general results of the salary surveys show a high degree of consistency over time, as is apparent in the set of Salary Trend Curves for selected years and industrial sectors **(see page 1).**

The Engineering Manpower Commission does not evaluate individual salary situations, nor does it advise employers on the rates that should be paid for specific positions. EMC salary surveys show that the variation between top and bottom salaries (high and low deciles), for specific engineering positions and levels of experience, is as significant as is variation in pay scales over time. In the final analysis, individual salaries are a function of many factors, including economic conditions of particular industries and firms, and how effectively engineers perform in carrying out work.

History of EMC Salary Surveys

The American Association of Engineering Societies (and its predecessor organization, the Engineers Joint Council) has been engaged in studies of engineers' salaries for over 35 years. In 1949, EJC published *The Engineering Profession in Transition.* Studies of starting salaries for engineering graduates in different fields of employment were done in 1949 and 1950. A special study done by EJC for the Department of Defense was published in 1952 by the Bureau of Labor Statistics, *Employment, Education and Income of Engineers 1949-1950—A Survey of Engineering Society Members of Full Professional Grade.*

The first of the series of reports on *Professional Income of Engineers* was completed in 1953. Thereafter the studies were repeated, first every three years, then every two years. In 1966, EMC began to issue the more detailed *Engineers' Salaries: Special Industry Report* as well as the summary data in *Professional Income of Engineers.* In 1980, in response to many requests from the users of the survey, EMC began to report on engineering salaries annually.

Survey Methodology

Questionnaires were mailed in early Spring, 1985 to EMC's national list of engineering employers. Responses representing 75,896 engineers were obtained from 339 organizations. In 1984, EMC's salary survey experienced similar levels of participation (the 1985 study did not cover salaries of engineers in education).

Salaries were reported on two forms, one for supervisory personnel, the other for non-supervising engineers (copies of the questionnaires are appended to the end of this report). Both forms provided for separation of salary data for engineers with bachelors, masters, or doctorate degrees. After keying in data, machine-based records were printed and compared with the original questionnaires to verify the accuracy of the work.

Further processing of the data included each of the following steps:

1. Preliminary tabulations were run to establish the number of responding organizations and the number of engineers represented in the data for each industrial sector. Sectoral groups were formed only if they included at least five responding organizations and at least 200 engineers. Some sectors that have been included in previous salary survey reports

did not meet these requirements in 1985, including the federal government (no responding agencies this year); local government (insufficient numbers of engineers; the group was combined with state government); and computer manufacturers (too few responding companies; the group was combined with electronic manufacturers). Firms engaged in the manufacture of automotive or railroad equipment, basic metals, ceramic products, food products, textiles, fabricated rubber and plastic products, lumber/wood products, transportation services, and the business/trade/publishing sector all failed to meet minimal requirements for sectoral-level treatment, and were combined into a miscellaneous category. The shipbuilding industry, which had not met the needs for sectoral treatment in 1984, did meet these standards in 1985, and detailed data on that industry is included in this report.

2. Within sectors, no one responding organization was permitted to account for more than one-fifth (20 percent) of the data points, or number of engineering salaries, for the sector. Data for organizations that did not meet this requirement were weighted to bring them into conformity with this limit, with the excess cases allocated among the remaining organizations in the sector. This limits the influence that any single organization can have on the results of the survey. The actual effects of the adjustment are minimal unless the weighted organization differs substantially from others in a sector in its salary practices.

3. Within sectors, further divisions of the data to isolate such groups as all supervisors, all non-supervisors, all of those with masters' degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard for analysis. In such cases, the subgroups are eliminated from the published tabulations and analysis.

4. Across sectors, in overall national estimates for engineering salaries in all sectors, in regional estimates, and in other tabulations drawing on more than one sector, the data are weighted again to bring the sector-by-sector distribution of engineers in line with the actual distribution,of engineers in the work force. The basis for this second set of weights is an occupation/industry matrix maintained by the Office of Economic Growth, U.S. Bureau of Labor Statistics. A version of the matrix using data for 1982 was utilized for this year's salary survey; a new occupation/industry matrix is being released by BLS, based on 1984 data, and will be used to conduct EMC's next salary survey in 1986. The BLS estimate of the size of the population of employed engineers is relatively conservative compared to estimates based on other sources such as the 1980 Census (BLS figures for 1982 count approximately 1,165,000 engineers in the labor force).

5. Final salary statistics presented in EMC reports are generated from raw results using four-parameter smooth curves computed by the least squares method. The raw statistics—medians, quartiles, etc.—are developed by straight-line interpolation within a salary bracket, to the nearest $50. For example, if the median salary for engineers with a given level of experience is the 20th case in the $17,000-$18,000 bracket, and if there are 100 cases in this bracket, then the median is 20/100 of the bracket's range, or $17,200.

Raw salary statistics are converted into smoothed curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus number of years since first degree) raised to the power z. The computational algorithm yields values for the parameters a, b, c, and z which will minimize the sum of the squares of the differences between raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Since each curve is computed independently, occasional anomolies are possible, such as curves apparently crossing or supervisors seeming to receive lower salaries than non-supervisors. If there are less than five salaries reported for any given level of experience, no statistics are generated.

Presentation of Results

Curves and tables for this report are organized in a hierarchy, starting with the broadest groupings—"All Industry," "All Manufacturing"—and working down to specific sectors, to the extent permitted by the data and the rules for minimal data pools listed above. Users should consult the Table of Contents for the report, selecting the group most comparable with their own. The classification of responding organizations into analytic sectors is listed in an Appendix, enabling users to judge the applicability of sectoral results to their own situations. Note that the sectoral assignments are selected by the respondents from a list on the questionnaires.

For the first time, EMC's salary curves for 1985 have been generated directly from a machine-based data file using graphics software and a plotter. Each set of curves is accompanied by a tabulation of the data on which the curves are based. Tables include mean salary (not plotted) and the distribution of cases among the several experience levels arrayed across the charts. These numbers should be checked by users to ensure that the distribution of workers in the data is comparable with their situations. The tables list the number of cases above $93,000 or below $18,000, the bracket limits used on the data collection instruments. Each set of tabulations also includes summary information on the number of cases entering into the results (these numbers may be weighted, in which case they will not necessarily agree with the **accounting for the original survey response provided on page xi).**

Data provided by specific reporting organizations for EMC salary surveys are confidential. Only aggregates and summary data for groups are presented.

The Engineering Manpower Commission's Compensation Committee is currently conducting a wide-ranging, thorough review of all aspects of EMC salary surveys. In particular, steps are being considered to increase participation, to raise the standards of analysis and reporting for the project, and to speed up the survey process so that results can be made available to users significantly sooner than in the past (the goal is release of salary survey results during the summer months). Comments and suggestions will be welcomed.

General Results

In addition to the data for engineers with specific levels of experience that is presented elsewhere in this report, EMC also generates overall estimates of salaries for all engineering graduates. For 1985, these results are:

Overall Engineering Salaries (Weighted National Averages)

Upper Decile	$60,800
Upper Quartile	49,950
Median	40,300
Lower Quartile	33,100
Lower Decile	28,300
Mean	42,950
Number of Cases	70,173
Number over $93,000	721
Number under $18,000	88

Over the years, the impact of inflation on engineering salaries has been devastating, particularly in 1974-75 and 1980-81 when increases in the cost of living reached double-digit levels. The Consumer Price Index for All Urban Consumers reached 317.4 in February, 1985, the reference period for EMC salary data. This represented an increase of 3.5 percent over the preceding 12 months. (The average cost of living during 1967 is used to establish the baseline value of 100.0 for the CPI.)

The following tabulation illustrates how inflation reduces the impact of engineering salary increases over time:

ANALYSIS OF THE EFFECT OF INCREASES IN THE COST OF LIVING ON MEDIAN ENGINEERING SALARIES, 1955-1985*

Engineers receiving bachelor's degree in:	Years of Experience by 1985	Starting Rate: Actual Dollars:	Starting Rate: Constant Dollars:	1985 Rate: Actual Dollars:	1985 Rate: Constant Dollars:	Annual Percentage Increase: Actual Dollars:	Annual Percentage Increase: Constant Dollars:
1955	30	$ 5,300	$6,617	$49,750	$15,674	7.5%	2.9%
1960	25	6,300	7,159	48,850	15,391	8.2	3.1
1965	20	7,825	8,360	47,067	14,829	9.0	2.9
1970	15	10,500	9,219	44,150	13,910	9.6	2.7
1975	10	13,200	8,397	39,850	12,555	11.1	4.0
1980	5	19,600	8,291	34,050	10,728	11.1	5.2
1983	2	24,800	8,458	30,050	9,468	9.6	5.7
1984	1	26,100	8,513	28,700	9,042	9.5	6.0
1985	0	27,300	8,601	(same)	(same)	N/APP	N/APP

*Starting salaries from prior EMC surveys (figures for 1965 and 1975 interpolated from biennial studies in 1964/66 and 1974/76). 1985 salaries from tabulations for the current survey's weighted national average, interpolating as needed for the longer experience brackets.

In constant dollars, starting salaries for engineers peaked in the late 1960's, fell back somewhat in the early 1970's, and have remained relatively constant since. Starting salaries slightly outpaced inflation between the 1984 and 1985 surveys; the Consumer Price Index rose 3.5 percent, while the median starting rate rose 4.6 percent.

Definitions

1. Industrial Sectors and Combined Groupings:

Weighted National Average tabulations include all reporting organizations.

All Industries include all organizations except government agencies.

All Manufacturing includes aerospace, chemical, electrical and electronic equipment, machinery (other than electric), metal products, petroleum, shipbuilding, and a combined group of "miscellaneous" manufacturers (see below).

Electrical and Electronic Equipment is a summary class for manufacturers of electrical and electronic products, respectively (each sector is also treated separately). Electronic equipment includes manufacturers of computers, unlike 1984 when it was feasible to form a separate analytic category for those companies.

Miscellaneous Manufacturing includes companies in a number of sectors that lacked sufficient data for separate treatment: automobile and railroad equipment, basic metals, ceramics, food products, paper products, textiles, fabricated rubber and plastic products, and lumber and wood products. It also includes responses from organizations in the combined publishing, trade and business sectors; transportation services; and an "other" group composed of organizations not elsewhere classified (see below).

Other Manufacturing is a residual sector used by responding organizations that did not wish to be classed in more specific categories. See the Appendix for a list of these participants.

Non-manufacturing Industries is a summary class that includes communications, construction, consulting and engineering services, mining, utilities, and professional societies and other non-profits.

Consulting and Engineering Services includes those two sub-sectors plus research and development organizations. For cross-sectoral weighting purposes, R&D participants are not counted, as the Bureau of Labor Statistics does not define an analogous R&D category.

Utilities include electric and gas utilities. When combined utilities opted to be classed in both categories, they were placed in the gas category; most of the gas companies are such combined utilities.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A table classifying the States by the regional groupings used in this report is provided at the opening of the tabulations for salary variations by region.

2. Chart Data:

Median: the point in a ranked array of data that divides the series in half; the case (the value may be interpolated) at the 50th percentile.

Quartile: points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile.

Decile: points in ranked arrays that divide the series into tenths. The upper decile is the 90th percentile; the lower decile is the 10th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience in EMC tabulations, but frequently rejected in favor of medians for income analysis because means are affected by the value of the extreme cases in a distribution.

Years Since Baccalaureate Degree: a measure of experience. In 1985, an engineer with zero years of experience received the bachelor's degree in 1984 or the first quarter of 1985. Engineers with two, three or more years of experience may have been working [illegible] may have been pursuing advanced degrees.

Supervisors: those whose duties are primarily managerial or supervisory, whether or not they are currently working in engineering positions. Some participating companies indicate that they do not report data on top managers with engineering backgrounds, however.

As in the past, blank charts are provided in the back of the report to assist readers who wish to plot additional curves.

DISTRIBUTION OF RESPONSES

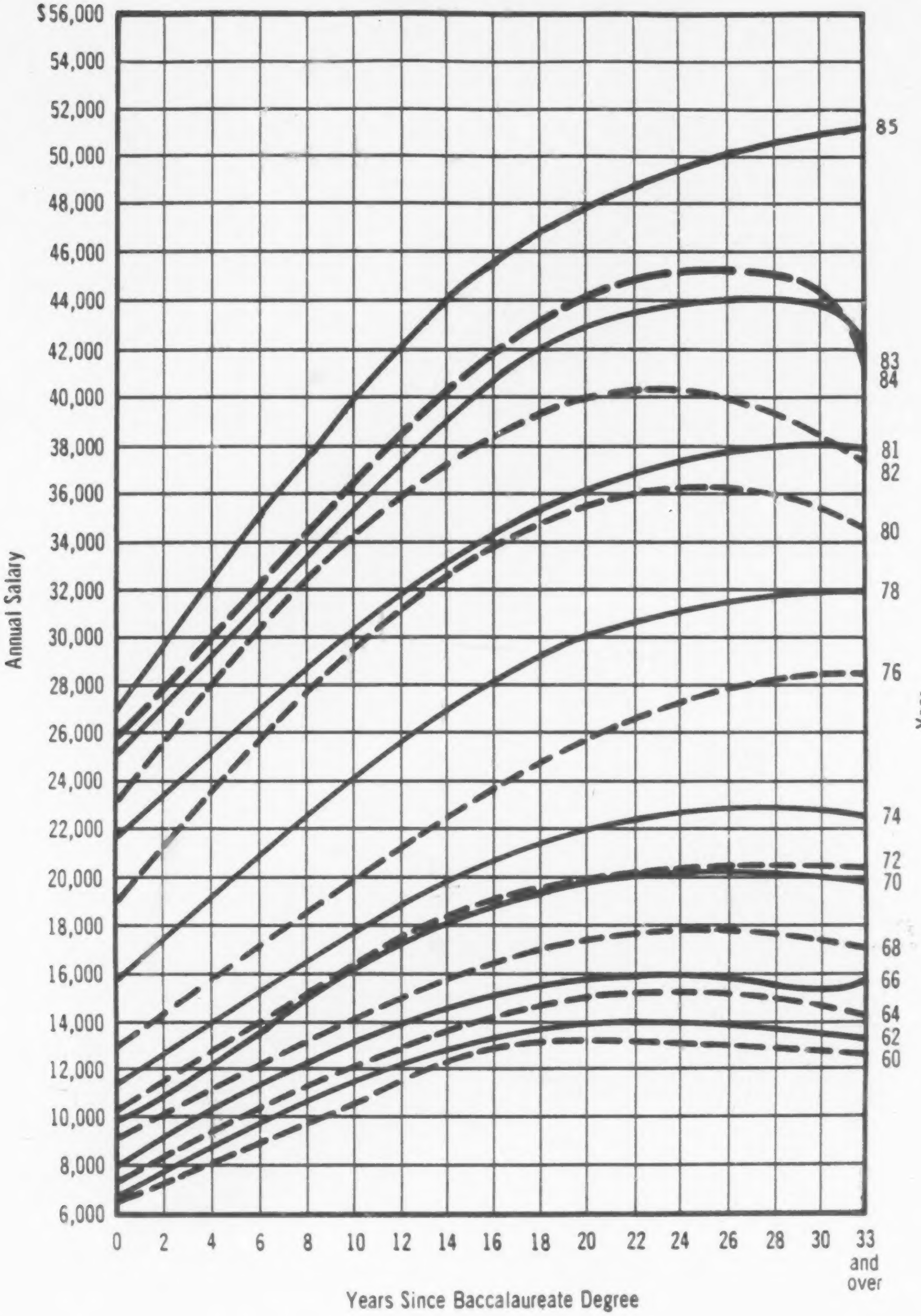
Group	No. of Participating Organizations	No. of Engineers Represented:
All Participants	339	75,896
All Industries	323	74,351
All Manufacturers	159	38,327
Aerospace	9	5,006
Chemical	17	10,678
Electric/Electronic	32	13,293
Electric Machinery	10	1,842
Electronic Equipment	22	11,451
Instruments	6	221
Machinery (o/t electric)	14	472
Metal Products	19	2,016
Petroleum	16	1,881
Shipbuilding	5	1,640
Misc. Manufacturers	41	3,120
Others (N.E.C.)	15	2,442
All Non-Manufacturers	164	36,024
Communication Services	13	2,278
Construction	17	1,806
Design/Consulting/Services	35	10,100
Consulting	26	6,475
Other Engineering Services	9	3,625
Mining	5	294
Research Laboratories	27	8,639
Utilities	61	12,668
Electric Utilities	44	11,148
Gas Utilities	17	1,520
Prof. Societies/Nonprofits	6	239
Government	16	1,545

NOTE: Final tabulations are based on weighted data and will not necessarily match this accounting. The number of weighted data points for each set of tabulations is provided as a convenience for the reader.

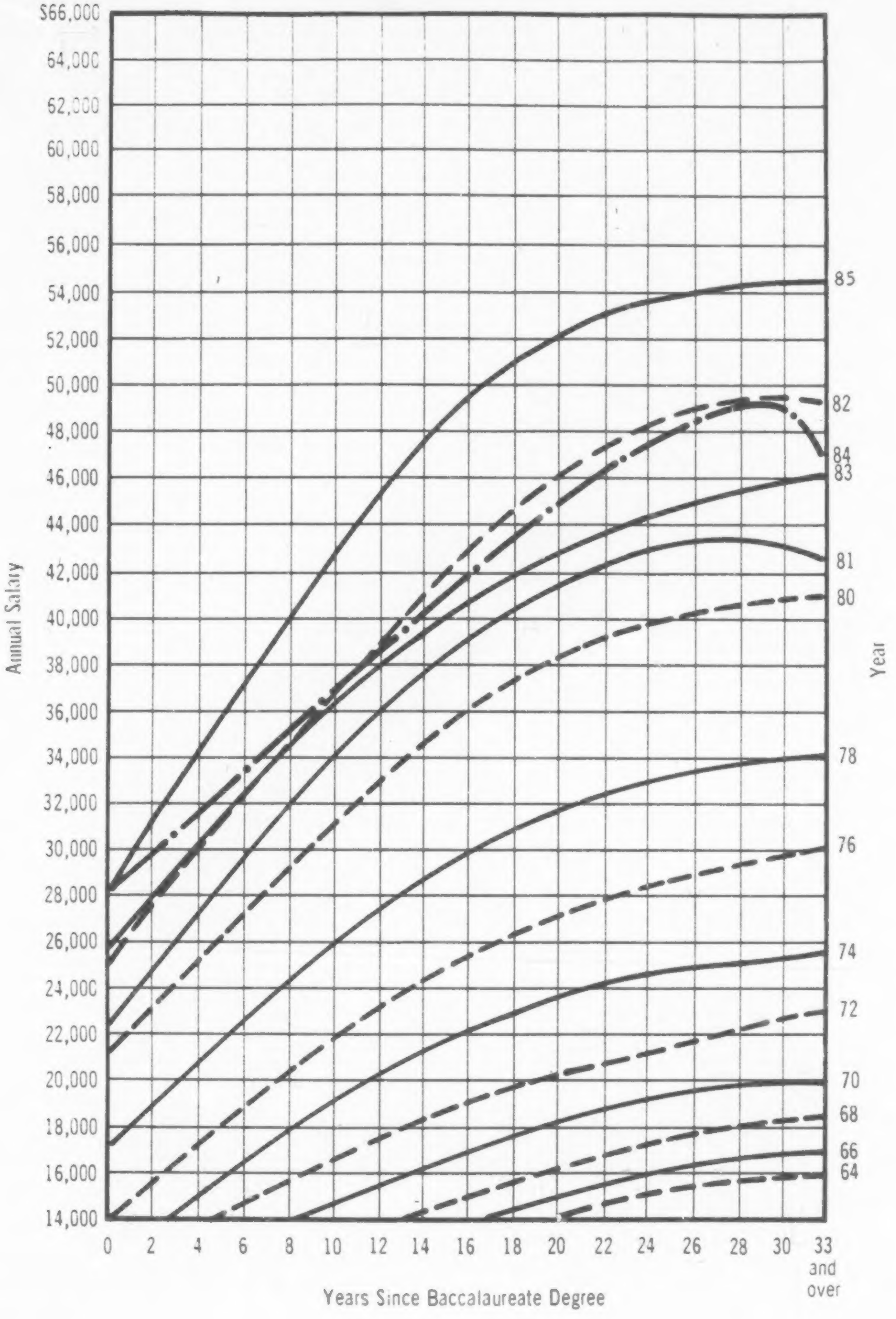
SALARY TREND CURVES

Note: Salaries represented on the trend curves have been taken from the EMC publication, *Professional Income of Engineers* for each reported year. Industry groupings and their titles have differed somewhat from report to report, and different scales of years have been used in earlier charts. All curves for years prior to 1968 are based on raw data. (Please see explanation of curve smoothing in the Introduction.)

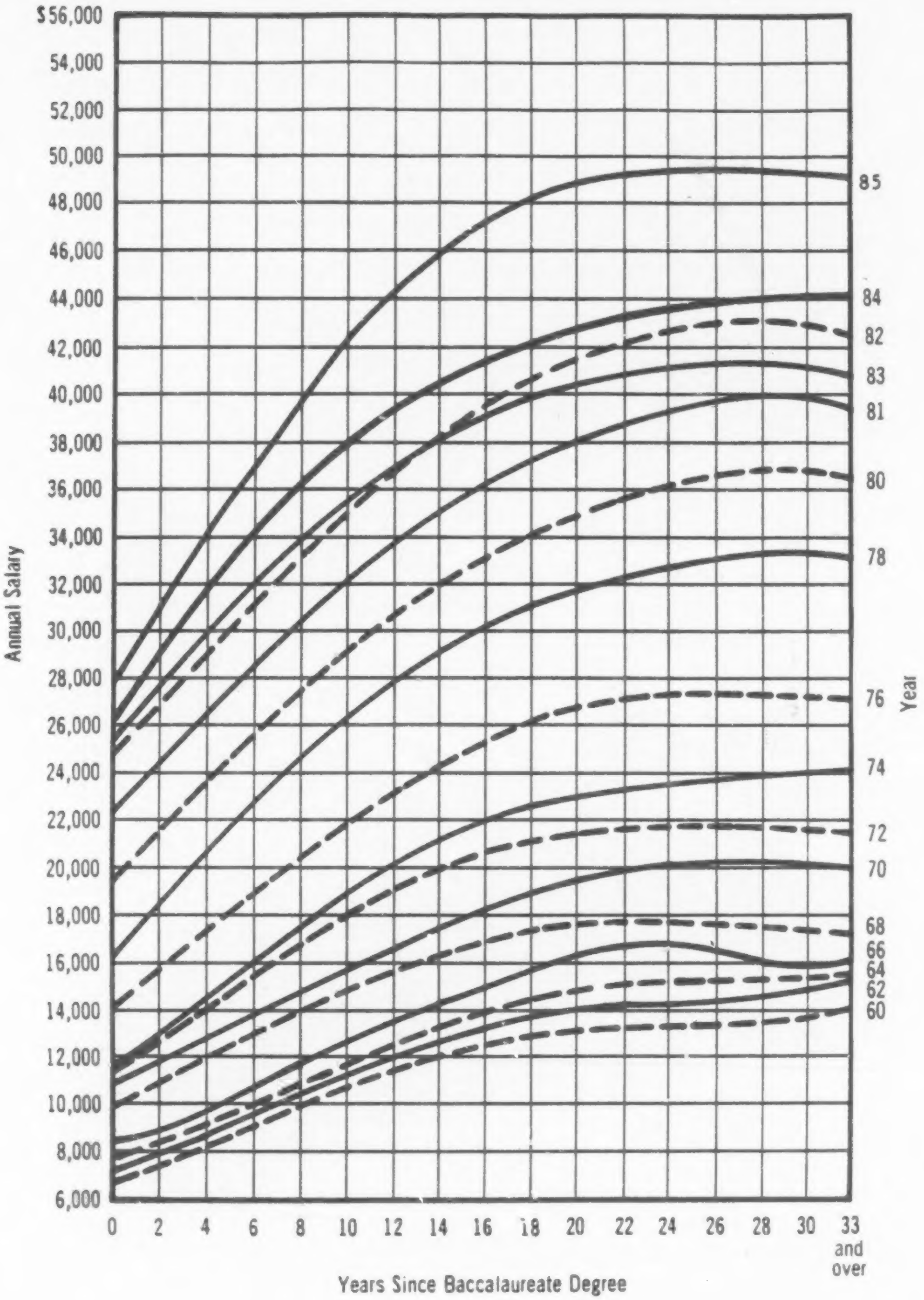
AEROSPACE INDUSTRY MEDIANS



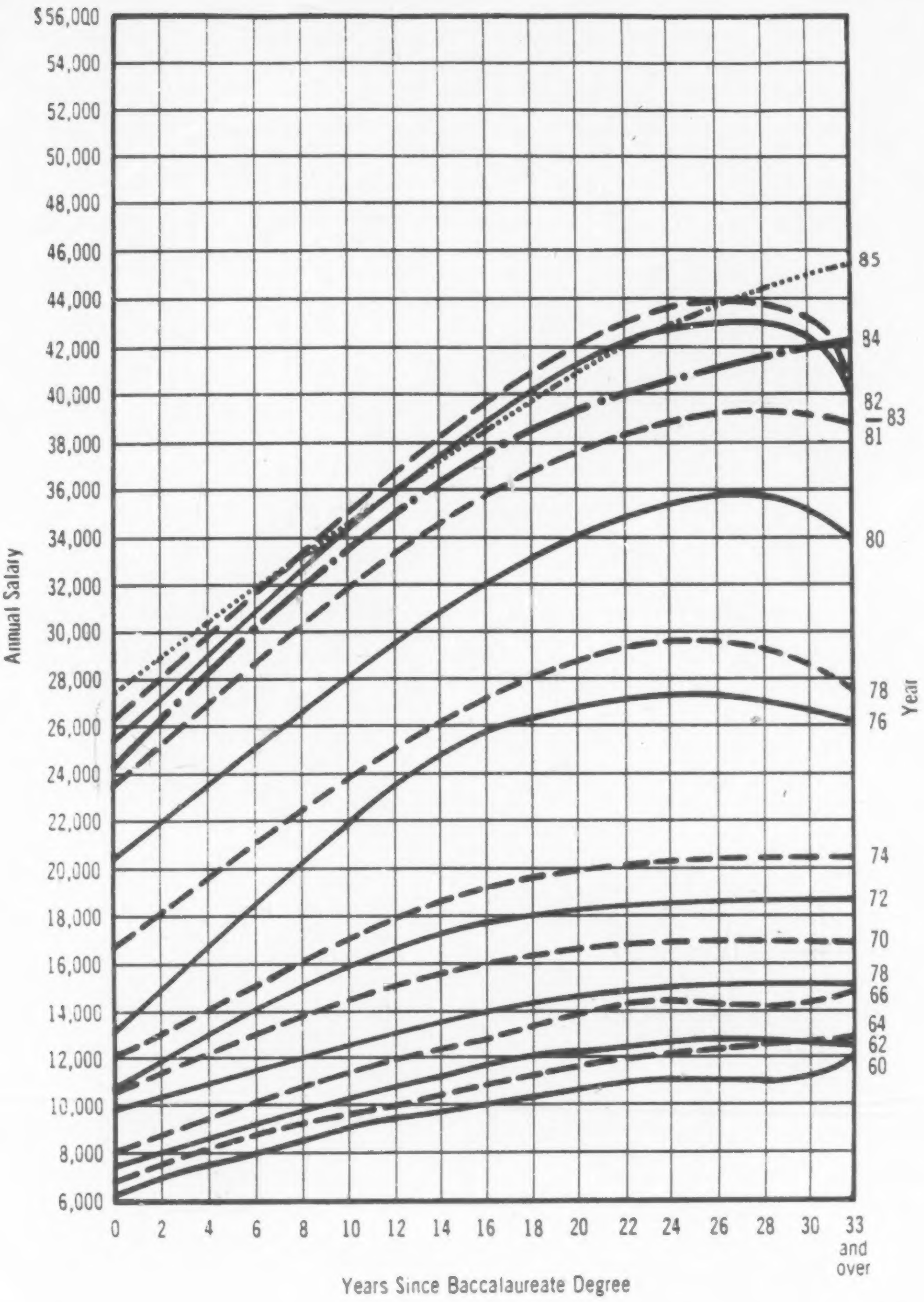
CHEMICAL INDUSTRY MEDIANS



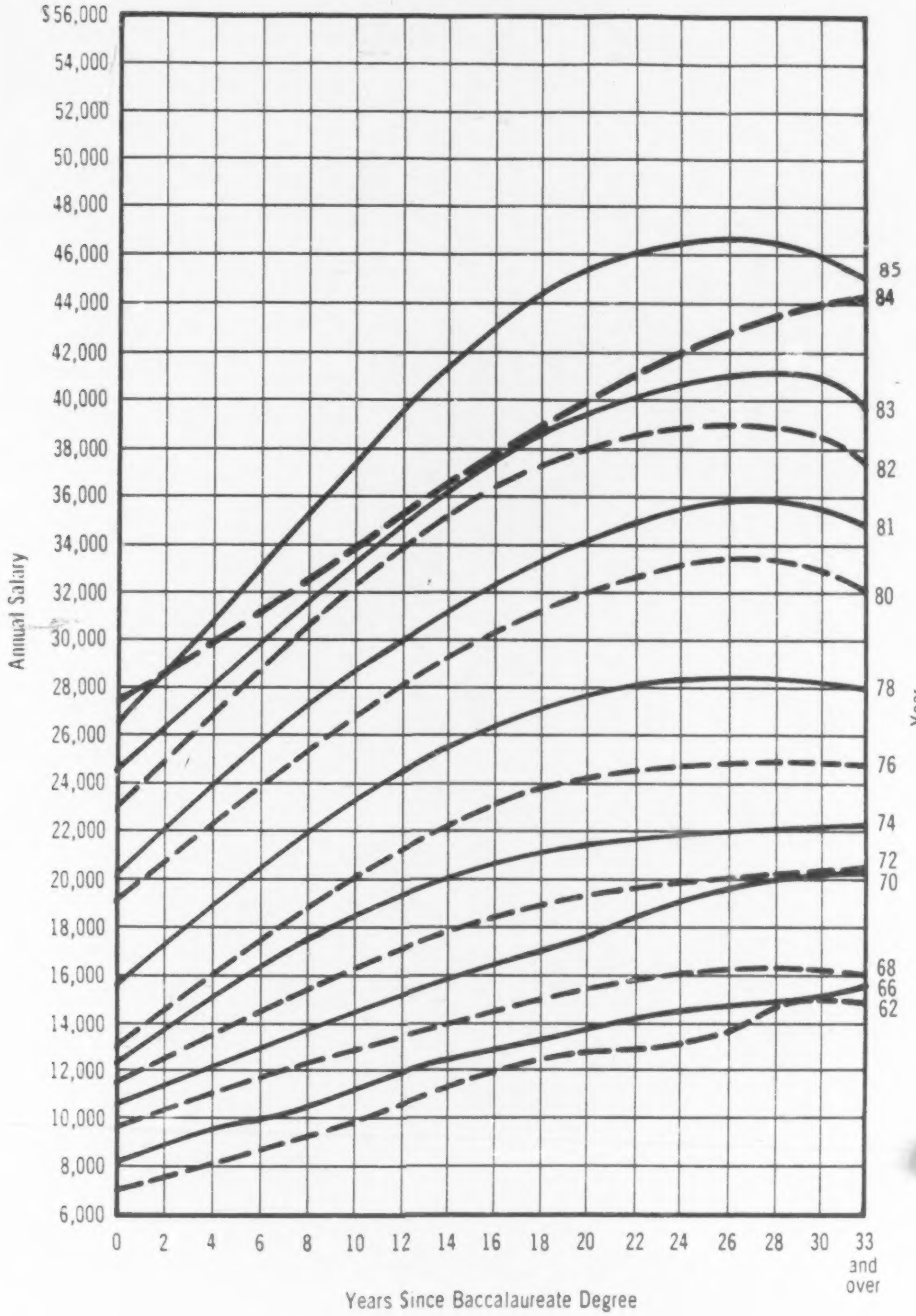
ELECTRICAL AND ELECTRONIC INDUSTRY MEDIANS



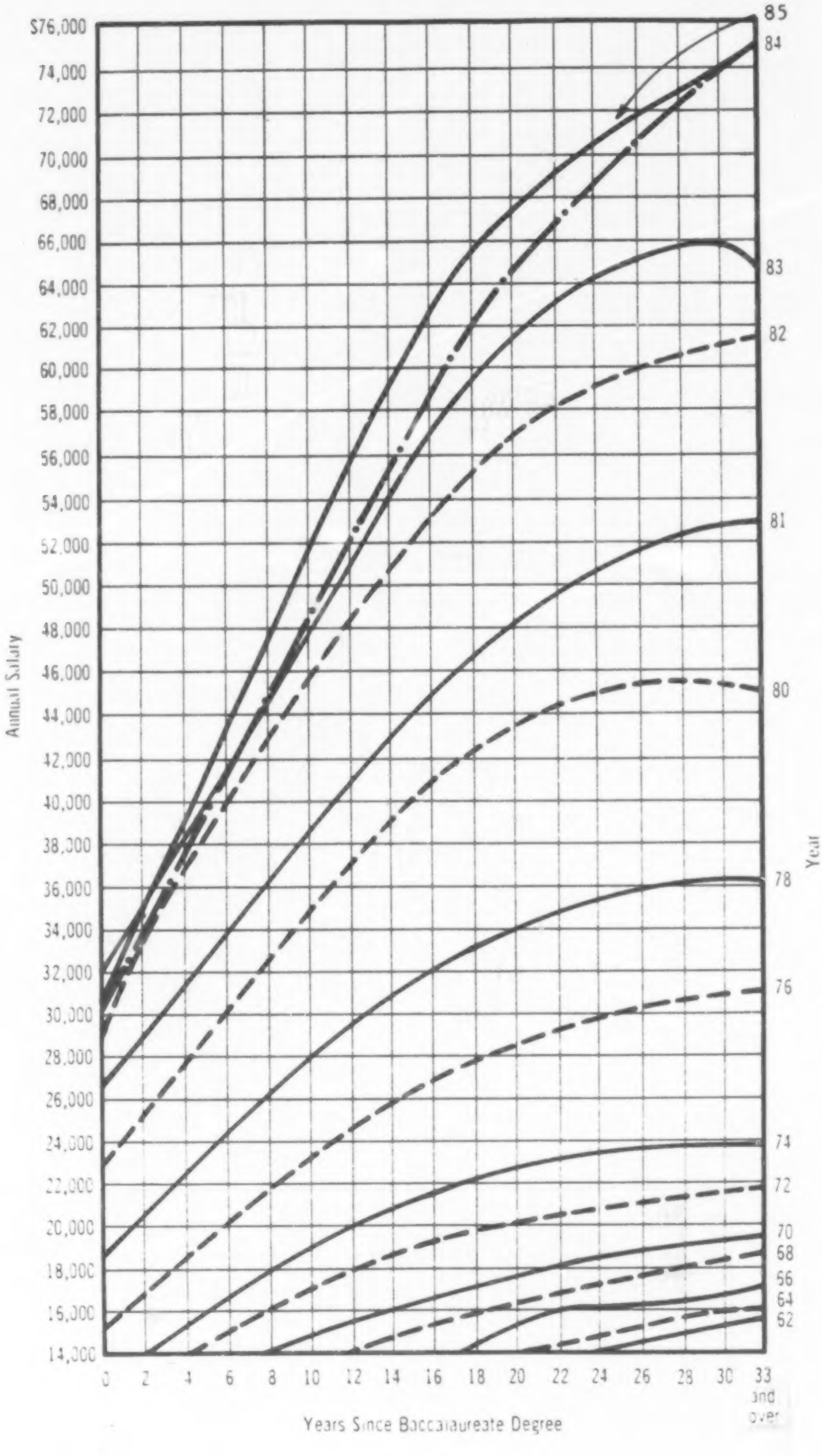
MACHINERY INDUSTRY MEDIANS



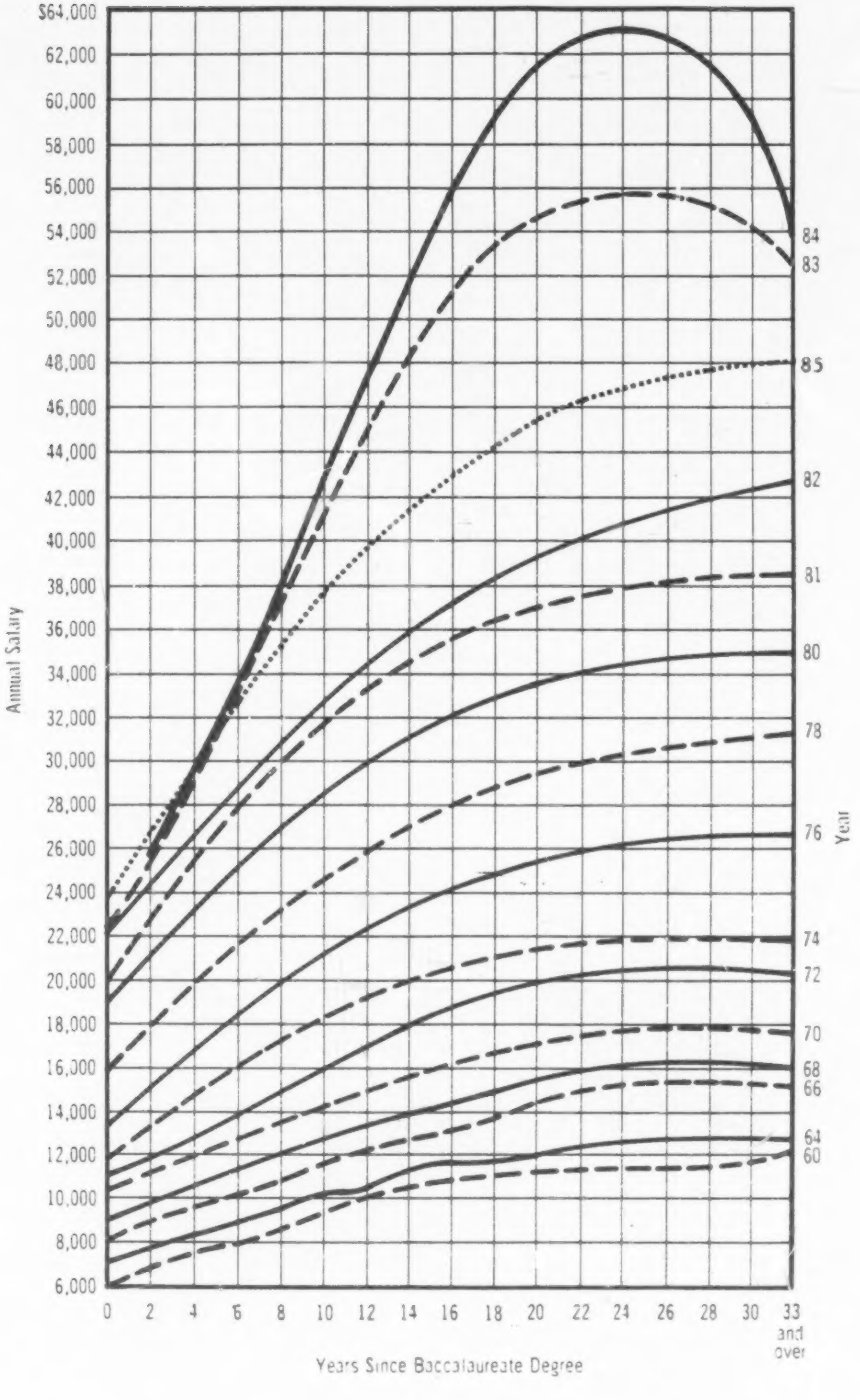
METAL INDUSTRY MEDIANS



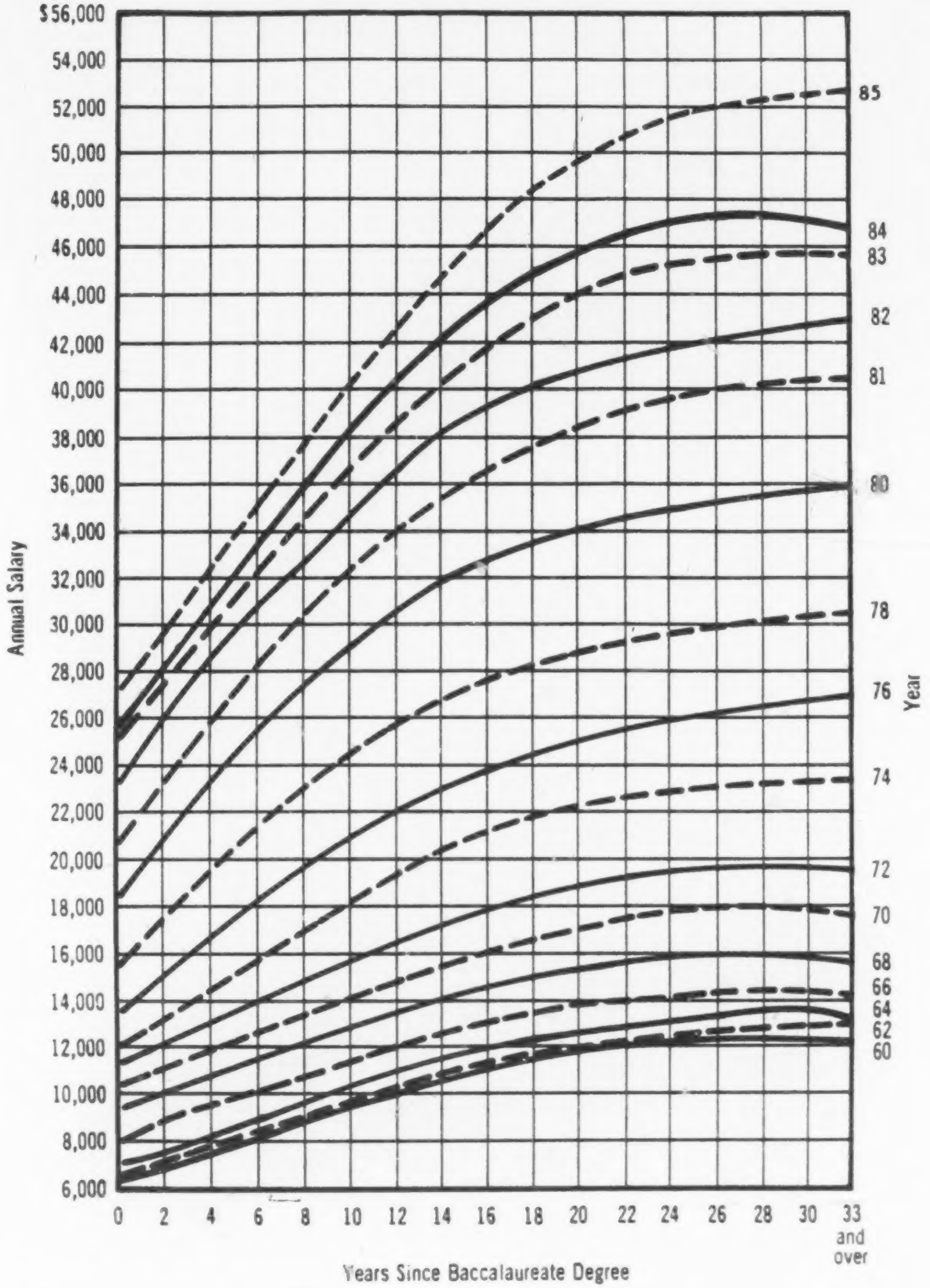
PETROLEUM INDUSTRY MEDIANS



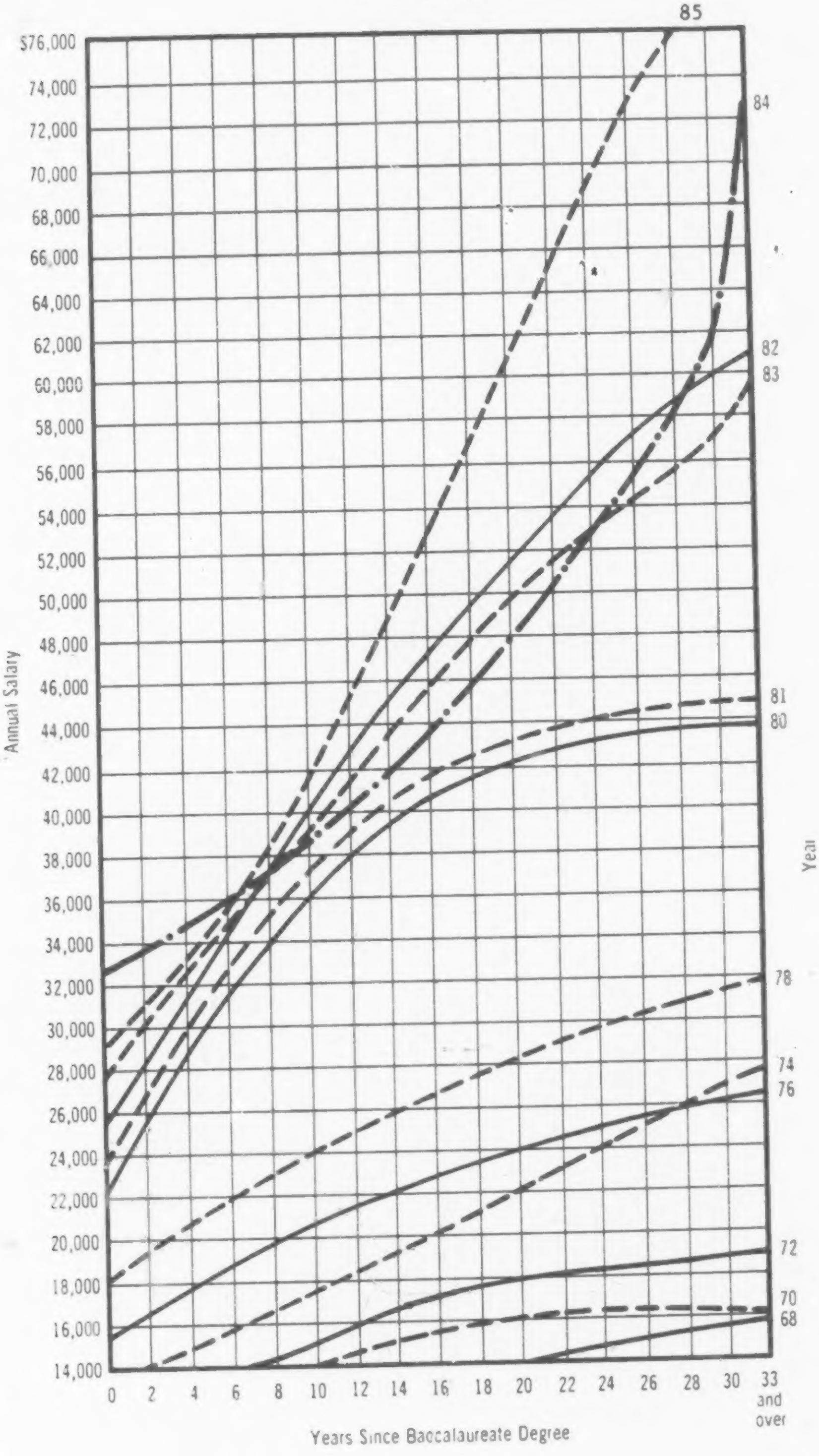
CONSTRUCTION INDUSTRY MEDIANS



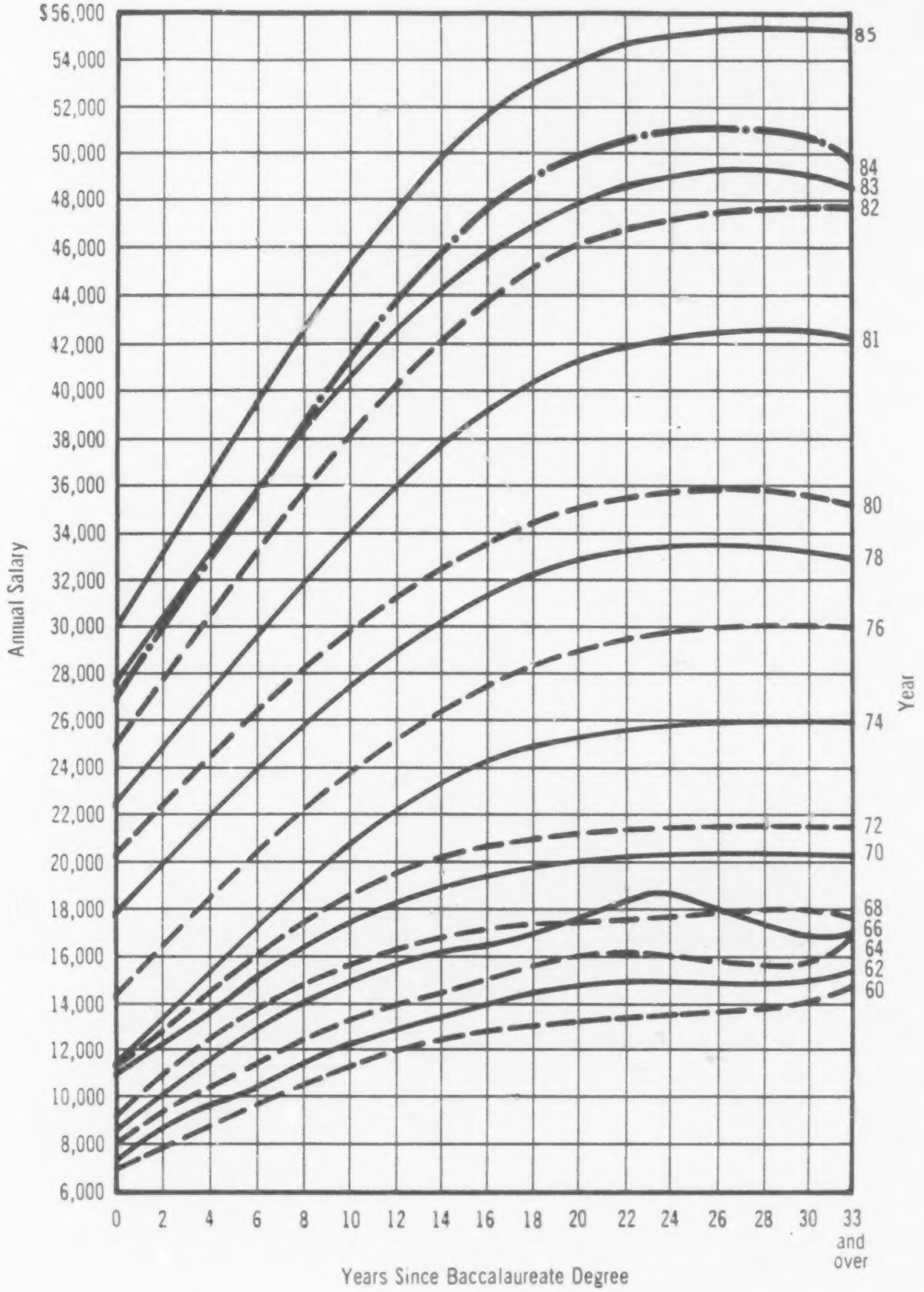
ENGINEERING AND CONSULTING SERVICES MEDIANS



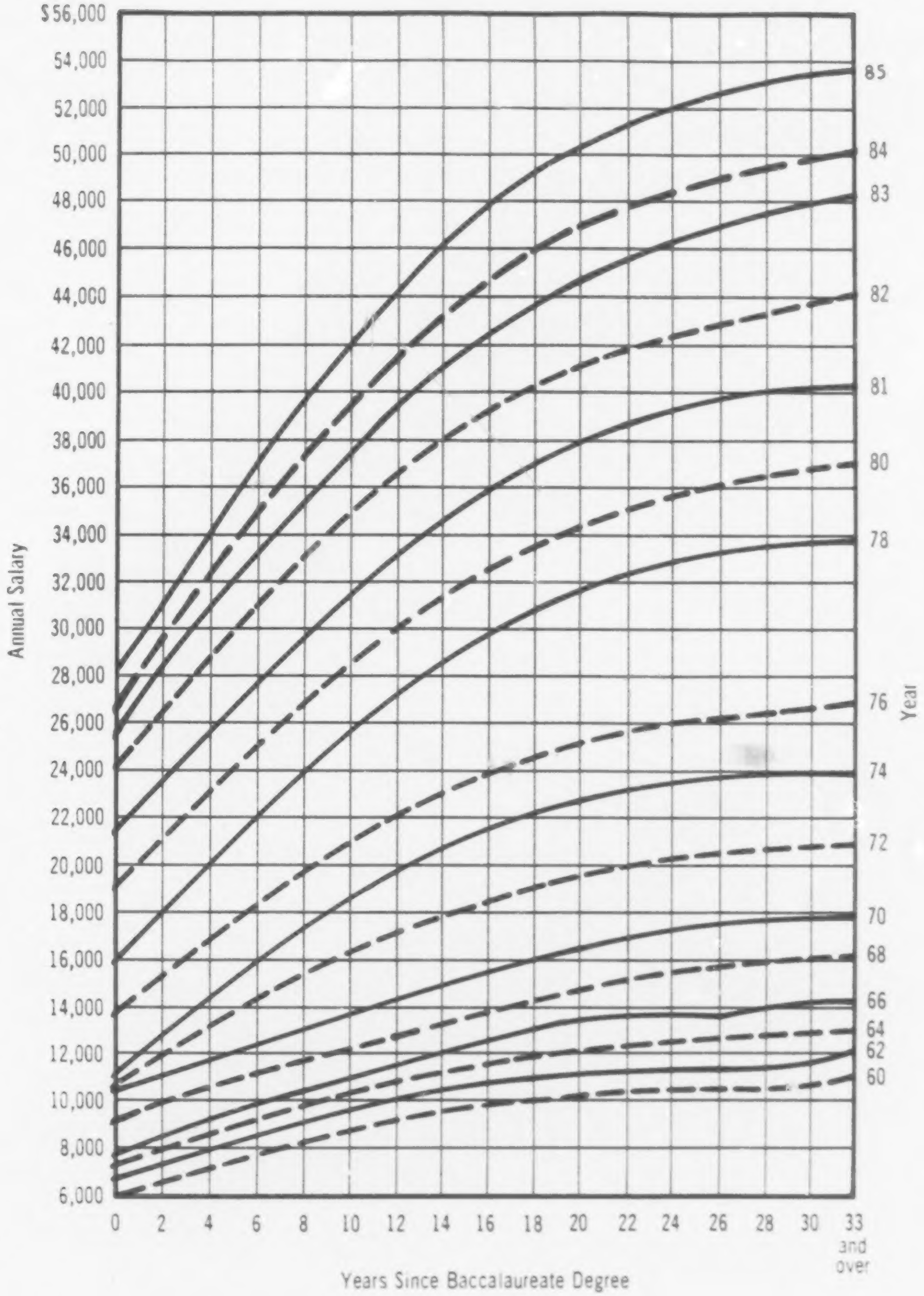
MINING MEDIANS

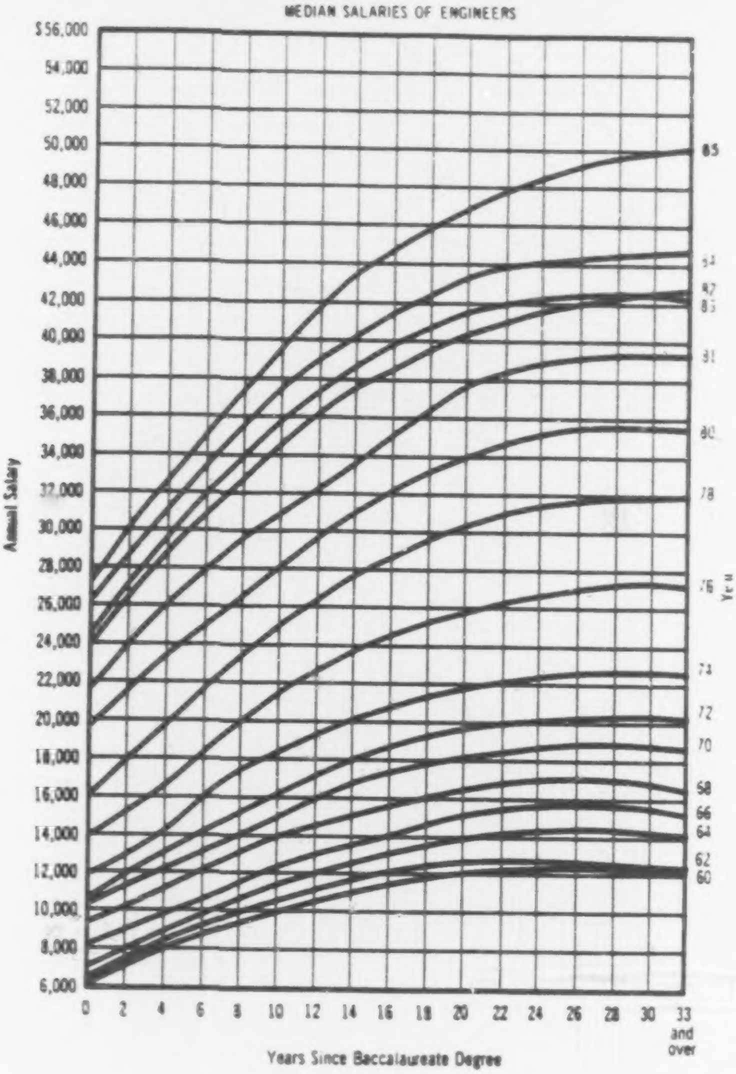


RESEARCH & DEVELOPMENT MEDIANS



UTILITIES MEDIANS



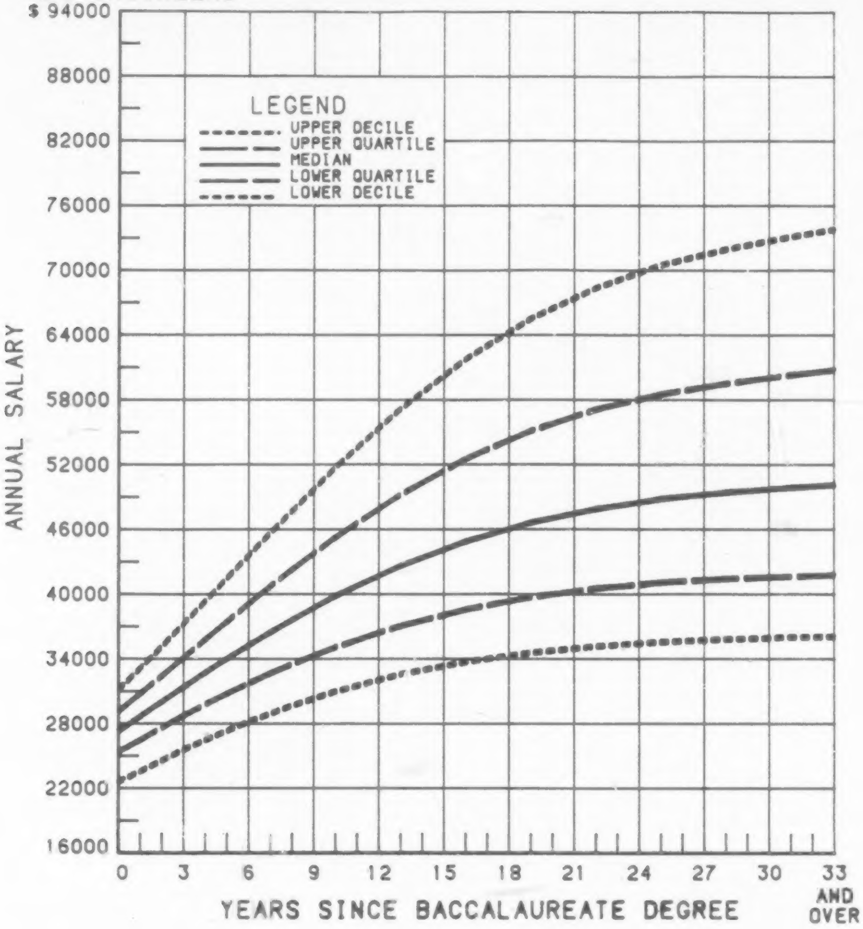

MEDIAN SALARIES OF ENGINEERS
$56,000
54,000
52,000
50,000
48,000
46,000
44,000
42,000
40,000
38,000
36,000
34,000
32,000
30,000
28,000
26,000
24,000
22,000
20,000
18,000
16,000
14,000
12,000
10,000
8,000
6,000
Annual Salary
0
2
4
6
8
10
12
14
16
18
20
22
24
26
28
30
33 and over
Years Since Baccalaureate Degree
85
84
82
83
81
80
78
76
Year
74
72
70
68
66
64
62
60

DETAILED DATA, HISTORICAL MEDIAN SALARIES

Years Since B.S.	0	2	4	6	8	10	15	20	25	30
Median ($) 1985	27300	30050	32750	35300	37650	39850	44150	47067	48850	49750
Avg. % Increase 1984-85	4.6	5.3	5.6	6.0	6.2	6.6	7.6	8.9	10.5	11.9
Median ($) 1984	26100	28550	31000	33300	35450	37400	41050	43217	44200	44467
Avg. % Increase 1983-84	5.2	5.4	5.6	5.7	5.3	5.2	4.6	4.5	4.6	5.2
Median ($) 1983	24800	27100	29350	31500	33650	35550	39233	41367	42250	42283
Avg. % Increase 1982-83	2.9	2.8	2.6	2.4	2.4	2.4	2.1	1.6	0.8	0.0
Median ($) 1982	24100	26350	28600	30800	32850	34700	38417	40717	41900	42300
Avg. % Increase 1981-82	10.0	10.3	10.2	10.4	11.4	9.8	9.2	8.5	8.1	8.2
Median ($) 1981	21900	23900	25950	27900	29500	31600	35183	37517	38750	39100
Avg. % Increase 1980-81	11.7	11.4	11.4	10.9	10.6	10.5	10.4	10.4	10.5	11.0
Median ($) 1980	19600	21450	23300	25150	26950	28600	31882	33983	35066	35233
Avg. % Increase 1978-80	11.0	10.3	9.3	8.5	8.0	7.5	6.3	5.6	5.7	5.2
Median ($) 1978	16050	17800	19650	21500	23250	24900	28350	30600	31500	31900
Avg. % Increase 1976-78	6.3	8.6	9.0	8.3	8.6	8.3	9.3	9.3	9.0	8.4
Median ($) 1976	14250	15200	16650	18450	19850	21350	23900	25800	26700	27350
Avg. % Increase 1974-76	8.6	9.4	7.4	8.4	8.0	8.7	8.6	9.7	9.3	10.4
Median ($) 1974	12150	12800	14500	15800	17100	18200	20400	21600	22500	22650
Avg. % Increase 1972-74	6.8	3.3	5.1	5.4	5.5	5.7	6.5	6.0	5.7	5.5
Median ($) 1972	10700	12000	13150	14250	15400	16350	18050	19300	20200	21400
Avg. % Increase 1970-72	1.0	3.3	3.9	4.2	4.0	3.8	3.7	4.2	4.3	4.3
Median ($) 1970	10500	11250	12200	13150	14250	13200	16800	17800	18600	18800
Avg. % Increase 1968-70	5.8	4.3	4.2	3.9	4.8	4.9	4.9	4.6	5.2	5.8
Median ($) 1968	9400	10350	11250	12200	13000	13850	15300	16300	16850	16850
Avg. % Increase 1966-68	6.3	7.5	7.7	7.0	6.0	5.4	5.6	4.2	3.8	4.5
Median ($) 1966	8350	9000	9750	10700	11600	12500	13750	15050	15650	15450
Avg. % Increase 1964-66	7.2	5.5	4.5	3.8	4.5	4.8	3.7	4.1	4.5	4.2
Median ($) 1964	7300	8100	8950	9950	10650	11400	12800	13900	14350	14250
Avg. % Increase 1962-64	4.0	4.7	3.6	5.0	4.6	4.8	3.8	4.7	5.8	6.1
Median ($) 1962	6740	7400	8350	9050	9750	10400	11900	12700	12850	12700
Avg. % Increase 1960-62	3.5	2.1	3.5	3.6	2.7	2.8	4.1	2.7	1.8	1.4
Median ($) 1960	6300	7100	7800	8450	9250	9850	11000	12050	12400	12350
Avg. % Increase 1958-60	3.8	5.0	5.7	4.9	5.4	4.1	5.0	5.8	7.7	6.7

WEIGHTED NATIONAL AVERAGES

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS

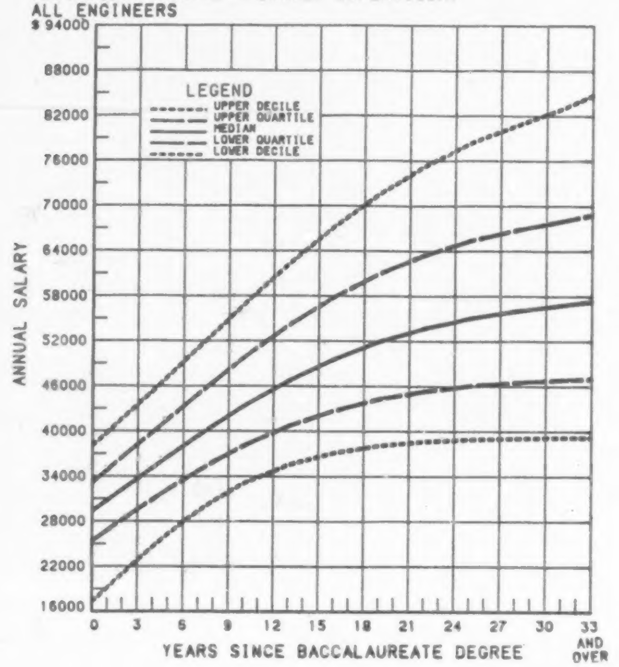


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	33150	35200	37300	39400	41500	43600	45700	47750
UPPER QUARTILE	29150	30800	32450	34150	35850	37500	39150	40750	42300
MEDIAN	27300	28700	30050	31400	32750	34050	35300	36500	37650
LOWER QUARTILE	25400	26500	27650	28750	29800	30800	31750	32700	33550
LOWER DECILE	22600	23600	24600	25600	26500	27350	28200	28950	29700
MEAN	27350	28800	30200	31650	33050	34400	35800	37100	38350
TOTAL NUMBER	2613	2527	2671	2910	3080	2892	2611	2245	2323
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	13	0	9	2	0

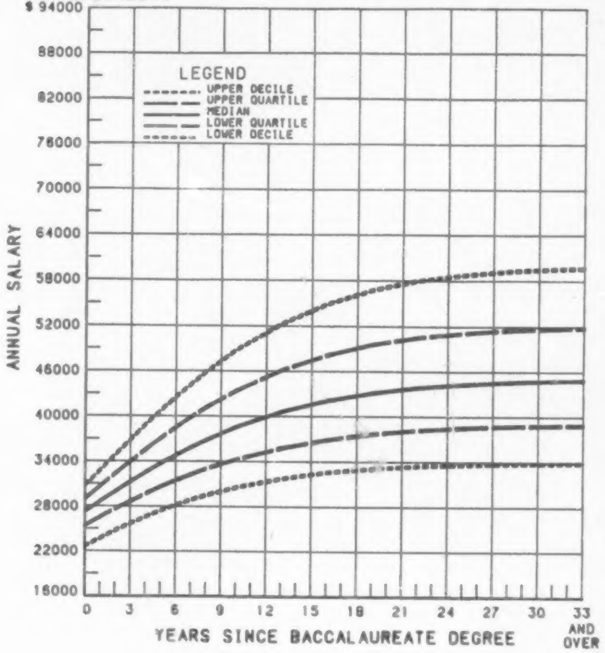
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	57200	61800	65550	68400	70550	72000	73150	73850
UPPER QUARTILE	45300	49250	52550	55150	57150	58550	59550	60350	60800
MEDIAN	39850	42650	44900	46650	47900	48850	49450	49900	50150
LOWER QUARTILE	35100	37100	38600	39750	40550	41100	41450	41650	41800
LOWER DECILE	31000	32600	33750	34600	35200	35600	35850	36050	36100
MEAN	40800	43950	46550	48600	50150	51250	52000	52650	53000
TOTAL NUMBER	6569	6775	5326	4995	4471	4591	3775	3361	6429
OVER $93000	2	7	5	55	87	68	91	121	281
UNDER $18000	6	6	2	0	2	0	1	1	2

ENGINEERS COVERED - 70173

WEIGHTED NATIONAL AVERAGE. SUPERVISORY
ALL ENGINEERS



WEIGHTED NATIONAL AVERAGE. NON-SUPERVISORY
ALL ENGINEERS



WEIGHTED NATIONAL AVERAGE, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38050	39850	41700	43550	45400	47300	49250	51150	53050
UPPER QUARTILE	33200	34850	36550	38250	39900	41600	43300	44950	46600
MEDIAN	29350	30800	32250	33700	35150	36600	38000	39400	40750
LOWER QUARTILE	25350	26800	28200	29600	30950	32300	33550	34750	35950
LOWER DECILE	17300	19100	20950	22800	24600	26300	27900	29400	30750
MEAN	29650	31150	32650	34200	35700	37200	38700	40150	41550
TOTAL NUMBER	79	127	172	148	322	400	502	456	516
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56800	62250	67200	71600	75350	78400	80750	83000	84800
UPPER QUARTILE	49750	54100	57850	61000	63500	65400	66800	68000	68850
MEDIAN	43300	46700	49600	51950	53750	55100	56050	56850	57350
LOWER QUARTILE	38050	40700	42750	44300	45350	46100	46550	46900	47050
LOWER DECILE	33050	35550	37150	38100	38650	38950	39100	39200	39200
MEAN	44300	47950	51050	53550	55350	57000	58050	58900	59500
TOTAL NUMBER	1873	2724	2363	2308	2094	2302	1903	1772	3107
OVER $93000	2	7	5	55	86	67	91	120	239
UNDER $18000	3	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 23175

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	32800	34850	36850	38850	40700	42550	44250	45900
UPPER QUARTILE	28950	30650	32350	33950	35550	37050	38500	39850	41150
MEDIAN	27250	28650	29950	31250	32500	33700	34800	35850	36800
LOWER QUARTILE	25400	26550	27650	28650	29650	30600	31450	32250	33000
LOWER DECILE	22650	23700	24750	25700	26600	27450	28200	28900	29500
MEAN	27250	28700	30100	31450	32750	34000	35150	36300	37300
TOTAL NUMBER	2534	2399	2499	2761	2738	2492	2109	1789	1807
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18009	15	9	9	3	7	0	6	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48800	52300	54900	56750	58000	58750	59250	59550	59650
UPPER QUARTILE	43400	46150	48150	49600	50550	51150	51550	51750	51850
MEDIAN	38550	40600	42100	43150	43900	44350	44650	44850	44900
LOWER QUARTILE	34250	35800	36900	37700	38200	38550	38750	38850	38900
LOWER DECILE	30550	31750	32600	33100	33450	33650	33800	33850	33900
MEAN	39200	41450	43150	44350	45150	45700	46050	46250	46350
TOTAL NUMBER	4695	4051	2962	2687	2376	2288	1872	1588	3322
OVER $93000	0	0	0	0	0	0	0	0	41
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 46998

WEIGHTED NATIONAL AVERAGE, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32500	34500	36500	38550	40600	42650	44600	46600
UPPER QUARTILE	29000	30550	32150	33750	35350	35900	38450	39950	41400
MEDIAN	27250	28550	29850	31150	32400	33600	34750	35850	36900
LOWER QUARTILE	25450	26450	27500	28500	29450	30350	31200	32050	32800
LOWER DECILE	22550	23500	24400	25300	26150	26950	27700	28400	29100
MEAN	27200	28550	29850	31200	32500	33800	35050	36300	37450
TOTAL NUMBER	2528	2375	2416	2575	2666	2432	2030	1633	1746
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	13	0	9	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50300	55300	59450	62750	65250	67050	68250	69200	69700
UPPER QUARTILE	44100	47700	50650	52950	54700	55950	56800	57500	57900
MEDIAN	38850	41300	43250	44750	45800	46550	47100	47450	47650
LOWER QUARTILE	34200	36000	37350	38350	39100	39600	39950	40200	40350
LOWER DECILE	30250	31700	32800	33550	34100	34500	34700	34900	34950
MEAN	39650	42550	44950	46800	48200	49200	49900	50450	50[illegible]00
TOTAL NUMBER	4589	4859	3639	3175	2949	3248	2607	2594	4859
OVER $93000	2	2	4	9	56	51	39	88	181
UNDER $18000	6	6	2	0	1	0	0	0	1

ENGINEERS COVERED - 52930

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36800	38450	40100	41800	43550	45300	47100	48850	50650
UPPER QUARTILE	32800	34350	35850	37400	39000	40550	42050	43600	45050
MEDIAN	29300	30650	31950	33300	34600	35900	37200	38450	39650
LOWER QUARTILE	25250	26550	27850	29150	30400	31600	32750	33850	34900
LOWER DECILE	17300	19000	20700	22400	24050	25600	27050	28450	29700
MEAN	29350	30700	32100	33500	34900	36250	37600	38950	40250
TOTAL NUMBER	72	118	150	133	272	351	430	338	407
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54200	59350	64200	68600	72400	75600	78200	80700	82850
UPPER QUARTILE	47950	51900	55400	58300	60650	62500	63850	65050	65900
MEDIAN	41950	45050	47700	49850	51550	52800	53750	54500	55050
LOWER QUARTILE	36850	39250	41050	42400	43400	44050	44450	44800	44950
LOWER DECILE	31850	34250	35800	36750	37300	37650	37800	37900	37900
MEAN	42750	46150	49050	51450	53350	54800	55850	56750	57400
TOTAL NUMBER	1345	1973	1582	1524	1441	1714	1367	1375	2416
OVER $93000	2	2	4	9	56	51	38	88	180
UNDER $18000	3	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 17017

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32250	34250	36250	38150	39950	41650	43200	44650
UPPER QUARTILE	28800	30450	32050	33600	35100	36500	37850	39050	40200
MEDIAN	27150	28500	29800	31050	32200	33300	34300	35250	36150
LOWER QUARTILE	25400	26500	27500	28450	29350	30200	30950	31700	32350
LOWER DECILE	22550	23550	24550	25450	26300	27050	27750	28400	28950
MEAN	27000	28400	29800	31100	32300	33500	34600	35600	36550
TOTAL NUMBER	2456	2256	2266	2442	2393	2080	1600	1294	1339
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	7	0	6	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	50150	52150	53500	54350	54900	55200	55350	55400
UPPER QUARTILE	42200	44600	46250	47400	48150	48650	48900	49100	49200
MEDIAN	37650	39400	40650	41550	42100	42450	42650	42800	42850
LOWER QUARTILE	33500	34850	35800	36500	36900	37200	37400	37500	37550
LOWER DECILE	29900	31000	31700	32150	32400	32600	32700	32750	32750
MEAN	38200	40100	41500	42400	43050	43450	43700	43850	43900
TOTAL NUMBER	3243	2886	2057	1651	1508	1534	1240	1219	2443
OVER $93000	0	0	0	0	0	0	0	0	1
UNDEP $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 35913

WEIGHTED NATIONAL AVERAGE, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38250	39600	41050	42500	43950	45450	47000	48550	50100
UPPER QUARTILE	33950	35150	36400	37650	38950	40250	41550	42900	44200
MEDIAN	30600	31650	32650	33750	34800	35850	36950	38050	39100
LOWER QUARTILE	27750	28700	29650	30650	31600	32550	33450	34350	35250
LOWER DECILE	25750	26550	27350	28200	29000	29750	30550	31300	32050
MEAN	31350	32400	33500	34600	35750	36850	38000	39150	40300
TOTAL NUMBER	67	151	249	319	382	435	495	542	505
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53250	57950	62450	66650	70400	73500	75900	78150	79750
UPPER QUARTILE	46900	50850	54600	58000	60850	63100	64650	65700	65600
MEDIAN	41250	44300	47100	49550	51600	53100	54200	54950	55050
LOWER QUARTILE	37000	39350	41350	42950	44250	45150	45800	46300	46600
LOWER DECILE	33450	35400	36950	38200	39050	39550	39800	39750	39250
MEAN	42550	45800	48800	51450	53600	55300	56450	57300	57450
TOTAL NUMBER	1754	1520	1383	1371	1136	1097	914	674	1242
OVER $93000	0	4	0	24	28	12	49	30	50
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 14245

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	47000	48350	0	51150	52550	54050	55550	57050
UPPER QUARTILE	0	41000	42250	0	44900	46200	47550	48850	50150
MEDIAN	0	34900	36100	0	38600	39800	41050	42300	43500
LOWER QUARTILE	0	32450	33350	0	35200	36150	37050	38000	38950
LOWER DECILE	0	31050	31800	0	33250	33950	34700	35400	36150
MEAN	0	37250	38350	0	40600	41750	42900	44100	45250
TOTAL NUMBER	1	9	21	4	39	43	63	95	88
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60200	65050	69950	74700	79200	83150	86300	88900	88200
UPPER QUARTILE	52750	56550	60050	63250	66100	68500	70500	72500	74500
MEDIAN	45950	49400	52550	55350	57750	59650	61150	62500	63700
LOWER QUARTILE	40850	43600	46250	48650	50700	52400	53700	54750	55100
LOWER DECILE	37550	39550	41450	43150	44600	45850	46800	47750	48500
MEAN	47550	50950	54200	57100	59650	61700	63300	64700	65450
TOTAL NUMBER	475	626	688	611	499	499	439	362	561
OVER $93000	0	4	0	24	28	12	49	30	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5131

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38800	39750	40750	41800	42850	43900	44950	46050	47150
UPPER QUARTILE	34250	35300	36300	37350	38350	39400	40400	41400	42400
MEDIAN	30650	31650	32600	33550	34500	35450	36350	37250	38150
LOWER QUARTILE	27900	28750	29600	30450	31300	32150	32950	33750	34500
LOWER DECILE	25850	26650	27400	28150	28850	29550	30200	30850	31450
MEAN	31600	32500	33400	34300	35200	36100	37000	37900	38750
TOTAL NUMBER	65	142	228	314	342	391	432	447	416
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	52650	55850	58850	61550	63750	65350	66400	64900
UPPER QUARTILE	44300	46950	49300	51350	52950	54250	55150	55950	56500
MEDIAN	39800	42100	44000	45600	46850	47750	48400	48950	49350
LOWER QUARTILE	35950	37850	39400	40550	41350	41800	42000	41950	41500
LOWER DECILE	32600	33950	35050	35850	36350	36700	36850	36950	36950
MEAN	40450	42800	44850	46600	48000	49100	49850	50450	50700
TOTAL NUMBER	1279	894	695	760	636	597	475	311	681
OVER $93000	0	0	0	0	0	0	0	0	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9113

WEIGHTED NATIONAL AVERAGE, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	45650	0	0	49550	50900	52250	53600	54950	56350
UPPER QUARTILE	39650	0	0	43300	44550	45800	47050	48350	49600
MEDIAN	36950	0	0	39900	40850	41850	42850	43850	44800
LOWER QUARTILE	32600	0	0	35550	36500	37450	38400	39300	40200
LOWER DECILE	29400	0	0	32050	32900	33700	34500	35300	36050
MEAN	37200	0	0	40400	41450	42550	43600	44650	45700
TOTAL NUMBER	18	0	4	15	31	25	84	69	71
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59050	63150	67150	70900	74450	77650	80450	83550	87150
UPPER QUARTILE	52100	55850	59450	62800	65900	68650	71000	73600	76350
MEDIAN	46750	49550	52250	54700	56950	58900	60600	62400	64400
LOWER QUARTILE	41900	44250	46250	48000	49400	50550	51400	52250	52950
LOWER DECILE	37500	39450	41150	42500	43550	44400	45000	45550	46000
MEAN	47800	50800	53600	56150	58450	60400	62050	63750	65450
TOTAL NUMBER	225	394	303	448	385	244	252	92	326
OVER $93000	0	0	0	21	2	3	2	2	48
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2997

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34900	0	0	43250	46200	0	52250	55300	58300
UPPER QUARTILE	35900	0	0	42900	45300	0	49950	52250	54450
MEDIAN	31650	0	0	37650	39700	0	43750	45750	47700
LOWER QUARTILE	30950	0	0	35550	37050	0	40100	41600	43050
LOWER DECILE	31650	0	0	35050	36150	0	38350	39400	40450
MEAN	33200	0	0	39100	41100	0	45050	47000	48850
TOTAL NUMBER	5	0	0	11	9	4	8	22	20
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64100	71800	77800	81900	84400	85700	86250	86400	86250
UPPER QUARTILE	58550	63950	68150	71300	73450	74900	75850	76550	76950
MEDIAN	51350	56250	60250	63350	65600	67200	68300	69100	69650
LOWER QUARTILE	45800	49600	52750	55350	57350	58850	59950	60850	61500
LOWER DECILE	42400	45100	47450	49400	51000	52200	53150	54000	54650
MEAN	52450	57200	61050	64050	66300	67850	68900	69750	70300
TOTAL NUMBER	52	123	93	172	153	88	95	34	128
OVER $93000	0	0	0	21	2	2	2	2	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1026

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, PHD

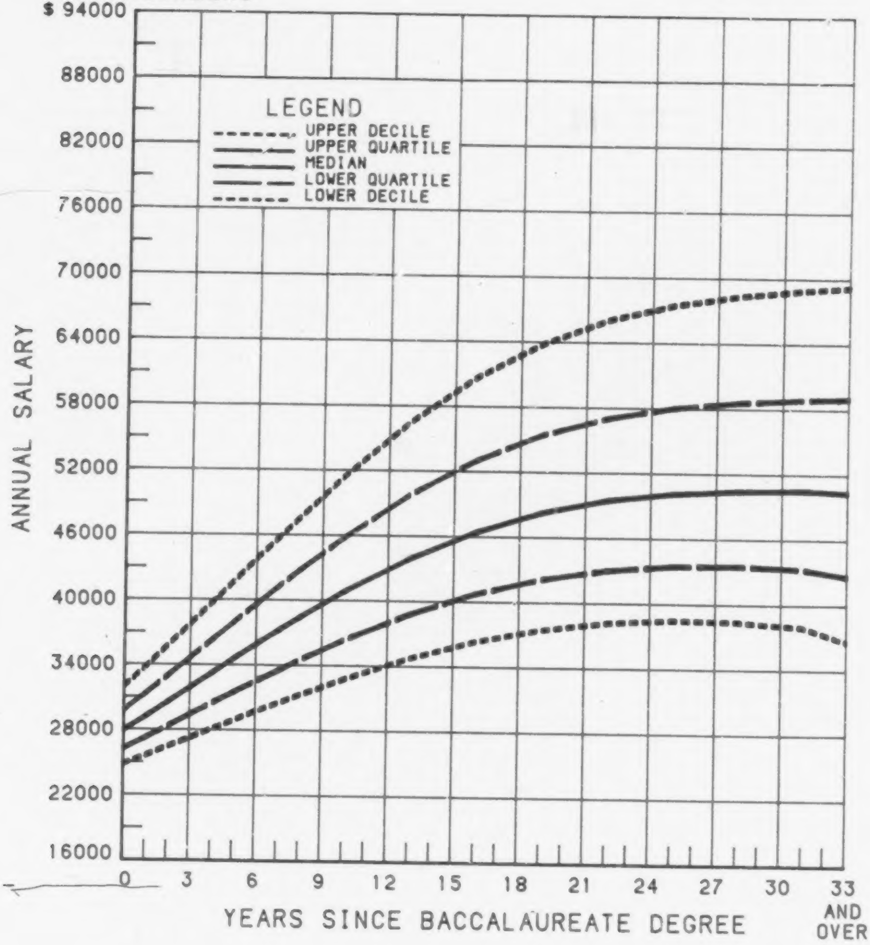
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	46200	0	0	0	49500	50350	51250	52100	53000
UPPER QUARTILE	42750	0	0	0	45350	46050	46750	47500	48200
MEDIAN	37650	0	0	0	40850	41650	42450	43200	43950
LOWER QUARTILE	35950	0	0	0	38250	38800	39350	39900	40450
LOWER DECILE	30000	0	0	0	32800	33450	34150	34800	35400
MEAN	38700	0	0	0	41500	42250	42950	43650	44350
TOTAL NUMBER	12	0	4	4	21	20	76	47	51
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54850	57700	60650	63650	66750	69850	72950	77050	83750
UPPER QUARTILE	49700	52050	54550	57200	59950	62850	65900	70200	78350
MEDIAN	45450	47600	49550	51350	52950	54300	55450	56700	58000
LOWER QUARTILE	41500	43000	44350	45600	46700	47650	48450	49300	50300
LOWER DECILE	36600	38250	39650	40850	41800	42550	43100	43650	44050
MEAN	45800	47900	49950	51950	53850	55650	57300	59250	61800
TOTAL NUMBER	173	270	209	275	232	156	157	57	197
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1970

CURVES AND TABLES BY SIZE OF EMPLOYER

LARGE EMPLOYERS
ALL ENGINEERS

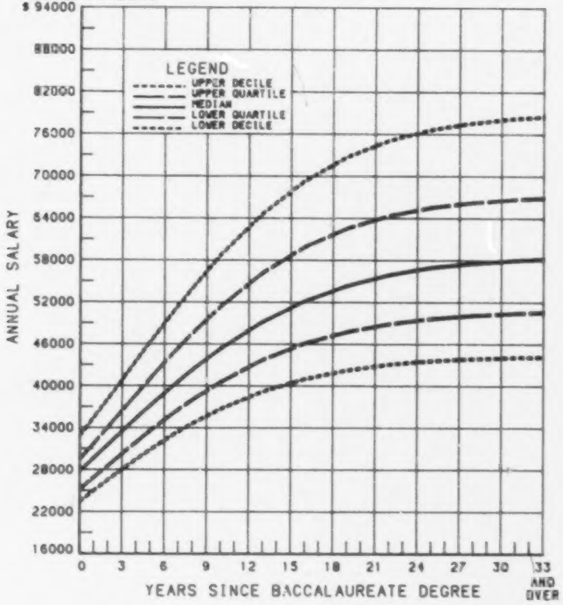


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33850	35800	37750	39750	41750	43800	45750	47700
UPPER QUARTILE	29750	31350	33000	34650	36300	37950	39600	41250	42850
MEDIAN	27900	29200	30550	31900	33250	34600	35900	37200	38450
LOWER QUARTILE	26200	27250	28300	29400	30450	31500	32500	33500	34500
LOWER DECILE	24800	25600	26450	27250	28100	28900	29750	30500	31300
MEAN	28350	29700	31050	32400	33800	35150	36500	37850	39200
TOTAL NUMBER	598	715	648	801	826	835	721	629	647
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

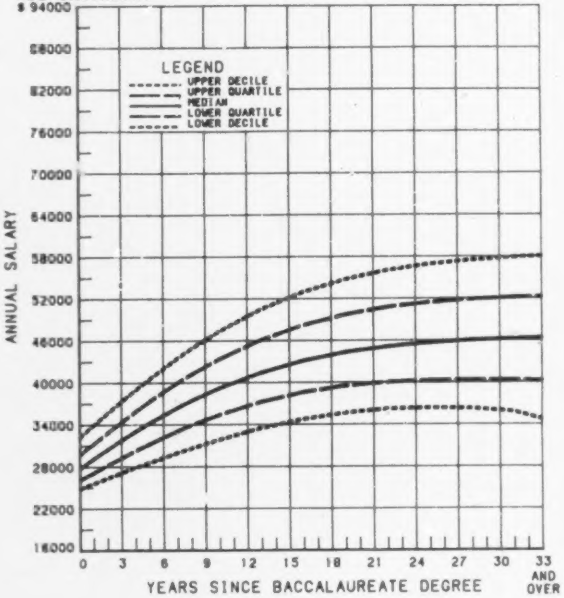
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51500	56550	60700	63850	66100	67500	68400	68950	69250
UPPER QUARTILE	45850	49850	53050	55450	57050	58050	58600	58900	59000
MEDIAN	40850	43950	46450	48300	49500	50150	50450	50550	50350
LOWER QUARTILE	36350	38800	40750	42150	43050	43500	43550	43300	42650
LOWER DECILE	32750	34750	36350	37500	38200	38500	38400	37950	36650
MEAN	41700	45050	47800	49850	51250	52050	52400	52450	52200
TOTAL NUMBER	1739	1984	1650	1637	1407	1474	1239	1139	1999
OVER $93000	0	3	1	13	28	25	24	23	49
UNDER $18000	0	0	0	0	0	0	0	0	1

ENGINEERS COVERED - 20695

LARGE EMPLOYERS. SUPERVISORY
ALL ENGINEERS



LARGE EMPLOYERS. NON-SUPERVISORY
ALL ENGINEERS



LARGE EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	35500	38200	40900	43650	46350	49000	51600	54100
UPPER QUARTILE	29450	31750	34100	36450	38750	41100	43350	45500	47600
MEDIAN	27800	29700	31600	33500	35350	37200	38950	40700	42350
LOWER QUARTILE	25150	26900	28600	30300	31950	33600	35150	36650	38050
LOWER DECILE	23450	25000	26550	28050	29500	30900	32250	33500	34650
MEAN	28050	30050	32100	34100	36150	38100	40000	41850	43600
TOTAL NUMBER	36	64	43	56	106	147	164	117	174
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58800	64750	69400	72800	75150	76700	77650	78300	78550
UPPER QUARTILE	51450	56250	59950	62600	64400	65600	66300	66750	66950
MEDIAN	45400	49250	52200	54400	55950	57000	57600	58050	58250
LOWER QUARTILE	40600	43800	46150	47800	48950	49700	50150	50450	50600
LOWER DECILE	36750	39250	41050	42300	43150	43650	43950	44150	44200
MEAN	46850	50900	54000	56250	57800	58800	59450	59850	60000
TOTAL NUMBER	447	791	709	701	669	677	558	484	762
OVER $93000	0	3	1	13	28	25	24	22	47
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6714

LARGE EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32250	34000	35700	37350	39000	40550	42050	43500	44900
UPPER QUARTILE	29750	31300	32900	34400	35900	37350	38700	40000	41200
MEDIAN	27750	29150	30500	31800	33050	34250	35350	36450	37450
LOWER QUARTILE	26100	27150	28250	29250	30300	31250	32200	33100	33950
LOWER DECILE	24900	25650	26400	27150	27900	28600	29300	30000	30650
MEAN	28350	29650	30950	32200	33400	34600	35700	36750	37750
TOTAL NUMBER	561	650	684	744	719	687	556	512	473
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50550	53000	54800	56100	56950	57500	57900	58100
UPPER QUARTILE	43400	46150	48250	49750	50800	51450	51900	52150	52250
MEDIAN	39250	41450	43150	44350	45150	45700	46050	46250	46350
LOWER QUARTILE	35450	37300	38650	39550	40050	40300	40350	40300	40200
LOWER DECILE	31900	33550	34800	35700	36250	36400	36300	35850	34750
MEAN	39550	41800	43500	44800	45650	46250	46600	46850	46950
TOTAL NUMBER	1291	1192	940	936	737	797	681	654	1237
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13986

LARGE EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31800	33650	35550	37450	39350	41250	43150	45000	46800
UPPER QUARTILE	29600	31200	32800	34400	36000	37550	39100	40550	42000
MEDIAN	27750	29100	30450	31750	33050	34300	35500	36650	37750
LOWER QUARTILE	25900	27050	28200	29300	30350	31400	32350	33300	34150
LOWER DECILE	24800	25550	26350	27100	27850	28600	29350	30050	30750
MEAN	28200	29550	30900	32250	33550	34850	36150	37350	38550
TOTAL NUMBER	594	678	598	719	722	712	587	485	481
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50250	54950	58900	62100	64550	66300	67550	68500	69000
UPPER QUARTILE	44700	48250	51150	53400	55100	56300	57100	57750	58050
MEDIAN	39800	42450	44550	46150	47350	48150	48700	49100	49300
LOWER QUARTILE	35750	37700	39250	40350	41150	41650	42000	42200	42300
LOWER DECILE	32050	33800	35200	36200	36900	37200	37300	37050	36400
MEAN	40750	43650	46050	47950	49350	50350	51000	51500	51750
TOTAL NUMBER	1161	1374	1026	938	825	956	834	836	1468
OVER $93000	0	2	0	4	21	18	21	17	41
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 15002

LARGE EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32400	34800	37250	39700	42200	44700	47150	49600	51950
UPPER QUARTILE	29700	31800	33900	36050	38150	40250	42350	44300	46250
MEDIAN	28100	29850	31550	33300	35000	36650	38300	39850	41350
LOWER QUARTILE	25250	26850	28500	30100	31650	33150	34650	36000	37300
LOWER DECILE	23600	25050	26500	27900	29250	30550	31800	32950	34050
MEAN	28250	30050	31900	33750	35600	37400	39150	40850	42500
TOTAL NUMBER	35	64	42	55	86	136	153	102	139
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56500	62450	67350	71050	73800	75700	76900	77800	78250
UPPER QUARTILE	49850	54450	58100	60800	62700	64050	64850	65450	65700
MEDIAN	44150	47750	50650	52800	54350	55400	56100	56600	56850
LOWER QUARTILE	39700	42600	44750	46250	47300	48000	48400	48700	48850
LOWER DECILE	36000	38350	40100	41300	42100	42650	42950	43150	43250
MEAN	45500	49400	52450	54750	56350	57500	58200	58700	58950
TOTAL NUMBER	316	571	438	406	415	461	386	352	589
OVER $93000	0	2	0	4	21	18	21	17	40
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4755

LARGE EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32200	33800	35350	36850	38350	39800	41200	42500	43750
UPPER QUARTILE	29800	31250	32650	34050	35350	36650	37850	39000	40100
MEDIAN	27850	29100	30350	31500	32650	33700	34700	35650	36550
LOWER QUARTILE	25900	27050	28100	29150	30100	31050	31900	32650	33400
LOWER DECILE	24950	25650	26300	26950	27600	28250	28850	29450	30000
MEAN	28400	29600	30750	31900	33000	34050	35050	36000	36900
TOTAL NUMBER	558	614	555	663	636	576	434	383	342
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46100	49050	51350	53100	54350	55250	55800	56250	56500
UPPER QUARTILE	42100	44600	46500	47900	48900	49600	50050	50350	50500
MEDIAN	38150	40100	41550	42600	43350	43850	44150	44350	44450
LOWER QUARTILE	34650	36150	37200	37950	38450	38800	38950	39100	39150
LOWER DECILE	31050	32400	33450	34250	34700	34900	34900	34700	34100
MEAN	38500	40500	42050	43150	44000	44550	44900	45200	45350
TOTAL NUMBER	844	802	588	532	410	494	447	484	878
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10247

LARGE EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36700	38400	40150	41950	43750	45550	47350	49100
UPPER QUARTILE	0	34000	35350	36750	38200	39650	41050	42500	43950
MEDIAN	0	31400	32600	33850	35100	36300	37550	38750	39950
LOWER QUARTILE	0	29300	30300	31300	32300	33300	34250	35250	36200
LOWER DECILE	0	27250	28050	28900	29700	30550	31350	32150	32950
MEAN	0	31950	33150	34400	35700	36950	38200	39500	40700
TOTAL NUMBER	4	36	48	81	96	114	118	125	147
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52600	57400	61500	64700	66850	68100	68550	68400	67400
UPPER QUARTILE	46750	50700	54200	56950	58950	60200	60750	60650	59500
MEDIAN	42250	45400	48050	50050	51450	52250	52550	52400	51600
LOWER QUARTILE	38100	40650	42800	44450	45550	46150	46300	45950	44700
LOWER DECILE	34500	36600	38400	39750	40600	41000	40900	40200	38200
MEAN	43150	46500	49300	51550	53100	53950	54250	54000	52850
TOTAL NUMBER	481	499	494	514	423	406	329	257	435
OVER $93000	0	1	0	5	5	4	1	5	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4616

LARGE EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	52500	53950	55400	56800	58200
UPPER QUARTILE	0	0	0	0	47700	48950	50150	51350	52550
MEDIAN	0	0	0	0	37950	39750	41500	43200	44850
LOWER QUARTILE	0	0	0	0	35500	37000	38450	39850	41200
LOWER DECILE	0	0	0	0	33400	34650	35850	37000	38150
MEAN	0	0	0	0	42100	43400	44750	46050	47300
TOTAL NUMBER	1	0	0	1	19	9	10	13	31
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60900	64650	68000	70900	73300	75300	76850	78350	79700
UPPER QUARTILE	54850	58000	60750	63050	64850	66200	67050	67650	67750
MEDIAN	47800	51600	54500	56650	58200	59200	59850	60350	60550
LOWER QUARTILE	43600	46700	49050	50850	52100	52950	53500	53850	54000
LOWER DECILE	40200	42700	44600	45800	46450	46750	46750	46600	46300
MEAN	49700	52900	55600	57750	59350	60500	61200	61750	62050
TOTAL NUMBER	117	187	230	220	181	169	142	112	142
OVER $93000	0	1	0	5	5	4	1	4	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1591

LARGE EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36600	37850	39100	40350	41550	42800	44000	45200
UPPER QUARTILE	0	34200	35400	36550	37700	38850	39950	41050	42150
MEDIAN	0	31650	32700	33800	34850	35850	36900	37900	38850
LOWER QUARTILE	0	29550	30400	31250	32050	32900	33700	34500	35250
LOWER DECILE	0	27450	28150	28900	29650	30350	31050	31750	32450
MEAN	0	32150	33150	34150	35100	36100	37050	38000	38950
TOTAL NUMBER	2	36	47	80	76	104	108	112	116
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47450	50550	53150	55350	57000	58200	59050	59700	60050
UPPER QUARTILE	44150	46850	49100	50800	52050	52900	53400	53650	53650
MEDIAN	40650	43100	45050	46550	47550	48150	48450	48450	48150
LOWER QUARTILE	36750	38800	40500	41850	42750	43250	43350	43100	41900
LOWER DECILE	33750	35500	37000	38100	38850	39150	39150	38650	37050
MEAN	40700	43100	45100	46700	47800	48500	48850	48850	48350
TOTAL NUMBER	364	311	264	293	242	237	187	144	293
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3024

LARGE EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	45550	47100	48650	50200	51800
UPPER QUARTILE	0	0	0	0	42450	43750	45050	46400	47750
MEDIAN	0	0	0	0	41050	42000	42950	43950	44900
LOWER QUARTILE	0	0	0	0	38650	39450	40200	41000	41750
LOWER DECILE	0	0	0	0	35150	35850	36600	37300	38050
MEAN	0	0	0	0	41050	42100	43150	44250	45300
TOTAL NUMBER	0	0	1	0	7	8	14	17	19
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55050	60000	64700	69000	72550	75100	76450	76250	71400
UPPER QUARTILE	50450	54500	58300	61650	64350	66250	67200	66900	62900
MEDIAN	46800	49550	52150	54400	56250	57550	58250	58100	55150
LOWER QUARTILE	43250	45400	47350	49000	50300	51200	51600	51400	49050
LOWER DECILE	39450	41450	43250	44750	45900	46650	46900	46500	43900
MEAN	47450	50600	53500	56100	58200	59700	60450	60150	56500
TOTAL NUMBER	96	110	129	184	157	111	75	45	95
OVER $93000	0	0	0	2	2	2	2	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1076

LARGE EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	0	1	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66200	70200	73950	77400	80350	82650	84150	84800	82100
UPPER QUARTILE	60200	63300	66200	68800	70950	72700	73800	74300	72450
MEDIAN	52100	56100	59650	62550	64650	65900	66350	65950	63750
LOWER QUARTILE	46850	51100	54300	56350	57350	57600	57300	56650	55600
LOWER DECILE	43600	47000	49550	51250	52200	52550	52550	52200	51550
MEAN	53900	57750	61050	63600	65350	66400	66800	66550	65300
TOTAL NUMBER	13	31	41	74	73	46	29	19	30
OVER $93000	0	0	0	2	2	2	2	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 367

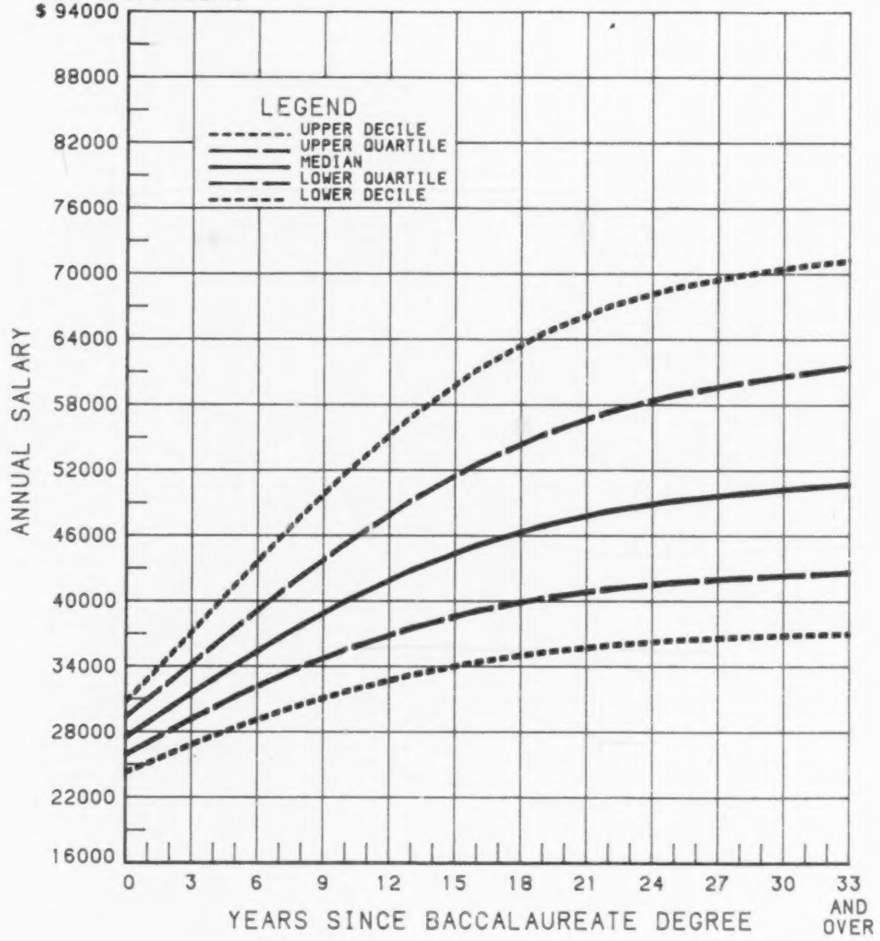
LARGE EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44950	46100	47250	48400	49500
UPPER QUARTILE	0	0	0	0	43100	44050	44950	45850	46750
MEDIAN	0	0	0	0	41350	42050	42800	43550	44250
LOWER QUARTILE	0	0	0	0	38700	39350	40000	40650	41250
LOWER DECILE	0	0	0	0	35400	35950	36550	37150	37700
MEAN	0	0	0	0	40950	41700	42500	43300	44100
TOTAL NUMBER	0	0	0	0	7	7	14	16	15
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	54950	57900	60450	62500	64000	64900	65100	63550
UPPER QUARTILE	48550	51200	53650	55800	57650	59000	59850	60100	58100
MEDIAN	45700	47750	49600	51250	52600	53600	54200	54350	52800
LOWER QUARTILE	42450	44150	45650	46950	47950	48600	48900	48750	46950
LOWER DECILE	38800	40350	41750	42900	43800	44400	44650	44500	42800
MEAN	45650	47850	49900	51650	53100	54100	54700	54700	52700
TOTAL NUMBER	83	79	87	110	84	65	46	25	64
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 708

MEDIUM EMPLOYERS
ALL ENGINEERS

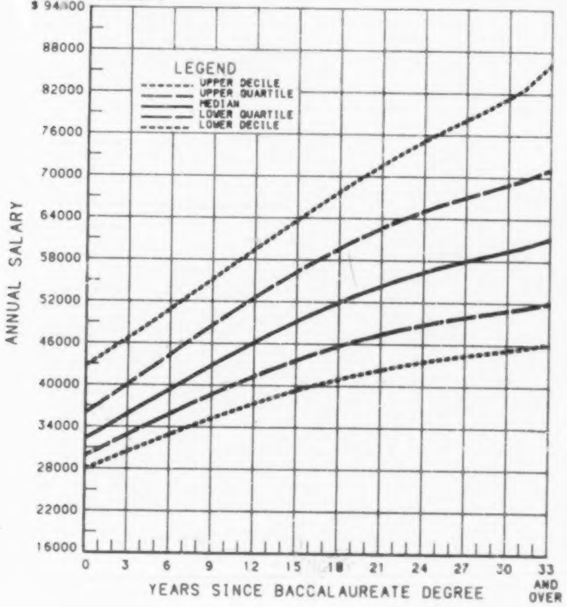


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	32850	35000	37150	39350	41500	43650	45750	47850
UPPER QUARTILE	29350	31000	32600	34250	35900	37550	39150	40750	42300
MEDIAN	27500	28850	30200	31550	32850	34150	35400	36650	37800
LOWER QUARTILE	25900	27000	28100	29200	30200	31250	32200	33100	34000
LOWER DECILE	24300	25150	26000	26850	27650	28400	29150	29850	30500
MEAN	27650	29100	30500	31950	33350	34700	36050	37400	38650
TOTAL NUMBER	1348	1136	1320	1382	1448	1376	1212	1045	1144
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

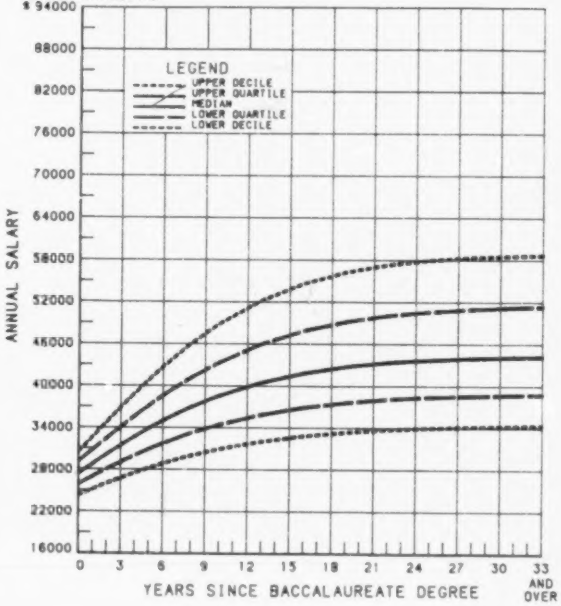
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	56950	61250	64600	67050	68750	69900	70800	71250
UPPER QUARTILE	45250	49250	52600	55300	57400	58950	60050	60950	61500
MEDIAN	40000	42850	45150	46950	48300	49250	49900	50450	50750
LOWER QUARTILE	35550	37550	39150	40300	41150	41750	42150	42450	42650
LOWER DECILE	31700	33250	34450	35350	36000	36450	36750	36950	37050
MEAN	41050	44150	46700	48700	50250	51350	52100	52650	53000
TOTAL NUMBER	3286	3033	2404	2245	1888	2085	1589	1285	2892
OVER $93000	1	3	3	2	11	5	24	35	95
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 32127

MEDIUM EMPLOYERS, SUPERVISORY
ALL ENGINEERS



MEDIUM EMPLOYERS, NON-SUPERVISORY
ALL ENGINEERS



MEDIUM EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42750	44050	45400	46750	48100	49500	50900	52350	53750
UPPER QUARTILE	35950	37300	38700	40100	41550	42950	44350	45800	47200
MEDIAN	32300	33450	34650	35850	37050	38200	39400	40550	41750
LOWER QUARTILE	29850	30850	31900	32900	33900	34900	35850	36850	37800
LOWER DECILE	27950	28800	29650	30500	31300	32150	32950	33750	34550
MEAN	33650	34800	36000	37200	38450	39650	40850	42000	43200
TOTAL NUMBER	10	30	72	58	79	149	190	174	177
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56650	60900	65100	69100	72850	76250	79200	82500	86200
UPPER QUARTILE	49950	53900	57500	60750	63550	65850	67700	69550	71150
MEDIAN	44000	47250	50200	52850	55100	57000	58500	59950	61250
LOWER QUARTILE	39600	42150	44400	46350	47950	49250	50300	51250	52050
LOWER DECILE	36000	38100	39950	41500	42800	43900	44750	45550	46200
MEAN	45500	48800	51800	54450	56750	58650	60200	61700	63050
TOTAL NUMBER	886	1035	1012	963	755	961	712	593	1336
OVER $93000	1	3	3	2	11	4	24	34	95
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9201

MEDIUM EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32650	34800	36900	38900	40850	42700	44400	46050
UPPER QUARTILE	29100	30800	32450	34100	35650	37150	38600	39900	41150
MEDIAN	27350	28750	30150	31450	32700	33900	35000	36000	36950
LOWER QUARTILE	25850	26950	28050	29050	30000	30900	31750	32500	33250
LOWER DECILE	24250	25150	26000	26750	27500	28200	28850	29450	30000
MEAN	27400	28900	30350	31750	33050	34350	35500	36600	37600
TOTAL NUMBER	1337	1106	1248	1323	1369	1227	1022	871	966
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	52250	54650	56300	57350	58000	58400	58600	58700
UPPER QUARTILE	43350	46000	47900	49200	50100	50650	51000	51250	51350
MEDIAN	38600	40500	41850	42800	43400	43750	44000	44150	44200
LOWER QUARTILE	34450	35900	36950	37650	38150	38450	38600	38750	38800
LOWER DECILE	30950	32050	32850	33400	33800	34050	34200	34300	34350
MEAN	39400	41450	42950	43950	44650	45100	45350	45500	45550
TOTAL NUMBER	2399	1997	1392	1281	1132	1124	876	692	1555
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 22925

MEDIUM EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32500	34550	36550	38600	40650	42700	44700	46650
UPPER QUARTILE	29250	30750	32300	33850	35400	36950	38450	39950	41400
MEDIAN	27400	28700	30000	31300	32550	33800	34950	36100	37200
LOWER QUARTILE	25950	27000	28000	28950	29900	30850	31700	32550	33350
LOWER DECILE	24250	25050	25850	26650	27400	28100	28800	29450	30050
MEAN	27500	28850	30200	31550	32900	34200	35450	36700	37900
TOTAL NUMBER	1319	1044	1169	1188	1217	1116	932	778	847
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50350	55400	59550	62850	65350	67100	68300	69250	69800
UPPER QUARTILE	44150	47900	51050	53600	55600	57050	58100	59000	59550
MEDIAN	39200	41800	43850	45400	46550	47400	47950	48400	48650
LOWER QUARTILE	34800	36650	38100	39250	40050	40650	41050	41400	41600
LOWER DECILE	31150	32550	33700	34550	35150	35600	35900	36150	36250
MEAN	40100	43050	45450	47350	48800	49800	50550	51100	51450
TOTAL NUMBER	2233	2217	1611	1459	1249	1523	1065	972	2215
OVER $93000	1	0	3	2	7	2	13	27	64
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 24161

MEDIUM EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42500	43700	44950	46150	47450	48700	50000	51300	52600
UPPER QUARTILE	34900	36250	37600	39000	40350	41750	43100	44500	45850
MEDIAN	32150	33250	34400	35500	36650	37750	38850	39950	41050
LOWER QUARTILE	29900	30850	31800	32700	33650	34550	35450	36350	37200
LOWER DECILE	27800	28600	29400	30150	30950	31750	32500	33250	33950
MEAN	33250	34350	35500	36650	37750	38900	40050	41150	42250
TOTAL NUMBER	10	21	56	44	69	119	160	130	151
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55250	59250	63200	67000	70650	74000	77050	80500	84600
UPPER QUARTILE	48550	52400	55950	59100	61850	64100	65900	67700	69250
MEDIAN	43200	46250	49050	51550	53700	55550	57000	58450	59700
LOWER QUARTILE	38850	41200	43250	45050	46550	47800	48750	49700	50500
LOWER DECILE	35400	37350	39100	40600	41850	42900	43700	44500	45250
MEAN	44450	47600	50500	53050	55300	57200	58750	60300	61750
TOTAL NUMBER	601	742	642	669	502	734	492	435	1038
OVER $93000	1	0	3	2	7	2	13	27	64
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6624

MEDIUM EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	32300	34400	36400	38350	40150	41850	43450	44900
UPPER QUARTILE	28900	30600	32250	33800	35300	36700	38000	39250	40350
MEDIAN	27250	28650	29950	31200	32400	33500	34550	35450	36300
LOWER QUARTILE	25900	26950	27950	28900	29750	30600	31350	32050	32700
LOWER DECILE	24150	25000	25800	26600	27300	27950	28550	29100	29600
MEAN	27250	28700	30100	31450	32700	33850	34950	35950	36900
TOTAL NUMBER	1308	1023	1112	1144	1147	996	772	647	695
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50300	52300	53600	54400	54900	55150	55300	55350
UPPER QUARTILE	42300	44500	46050	47100	47750	48200	48400	48550	48650
MEDIAN	37800	39500	40650	41400	41900	42200	42400	42500	42550
LOWER QUARTILE	33850	35150	36050	36700	37150	37400	37550	37700	37750
LOWER DECILE	30450	31450	32150	32600	32900	33100	33250	33300	33350
MEAN	38450	40300	41550	42400	42950	43250	43450	43600	43650
TOTAL NUMBER	1632	1474	968	789	746	788	572	537	1176
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 17537

MEDIUM EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37150	38600	40050	41550	43050	44600	46150	47650	49200
UPPER QUARTILE	33200	34500	35850	37150	38550	39900	41250	42650	44000
MEDIAN	30100	31200	32350	33450	34600	35700	36850	37950	39000
LOWER QUARTILE	27650	28650	29600	30600	31550	32500	33400	34300	35200
LOWER DECILE	25500	26450	27300	28200	29050	29900	30700	31500	32250
MEAN	30750	31950	33100	34300	35450	36650	37800	38950	40100
TOTAL NUMBER	28	92	148	182	219	249	256	236	261
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52250	56700	60850	64600	67850	70550	72700	74800	76750
UPPER QUARTILE	46650	50450	53950	56950	59450	61450	62900	64250	65350
MEDIAN	41100	44050	46700	49000	50900	52450	53700	54850	55850
LOWER QUARTILE	36850	39100	41050	42650	43950	44900	45650	46350	46850
LOWER DECILE	33600	35400	36850	37950	38750	39300	39700	40050	40250
MEAN	42300	45350	48150	50500	52500	54100	55300	56500	57450
TOTAL NUMBER	947	647	653	599	480	457	375	273	564
OVER $93000	0	3	0	0	4	1	10	6	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6673

MEDIUM EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	42700	44250	0	47450	49050	50700	52400	54050
UPPER QUARTILE	0	37800	39200	0	42050	43500	44950	46400	47850
MEDIAN	0	35250	36350	0	38550	39700	40800	41950	43100
LOWER QUARTILE	0	33100	33950	0	35600	36450	37350	38250	39100
LOWER DECILE	0	31600	32250	0	33650	34350	35050	35800	36500
MEAN	0	36550	37650	0	39900	41000	42150	43300	44450
TOTAL NUMBER	0	9	15	3	9	26	30	30	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57400	62350	67100	71500	75500	79000	81950	85000	88050
UPPER QUARTILE	50700	54800	58600	62050	65050	67550	69600	71650	73500
MEDIAN	45400	48800	52000	55000	57600	59750	61450	62950	63900
LOWER QUARTILE	40900	43650	46300	48850	51150	53150	54700	55900	55450
LOWER DECILE	37950	40100	42250	44250	46100	47700	48950	50100	50300
MEAN	46800	50200	53500	56500	59200	61500	63300	65000	66300
TOTAL NUMBER	250	248	328	236	192	195	157	147	257
OVER $93000	0	3	0	0	4	1	10	6	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2155

MEDIUM EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36900	38250	39600	40950	42250	43550	44850	46050	47300
UPPER QUARTILE	33300	34500	35700	36850	38050	39150	40300	41350	42400
MEDIAN	30250	31300	32350	33350	34350	35350	36300	37200	38100
LOWER QUARTILE	27150	28250	29300	30300	31300	32250	33150	33950	34750
LOWER DECILE	25650	26550	27350	28150	28950	29650	30350	30950	31550
MEAN	30800	31900	32950	34050	35050	36100	37050	38000	38900
TOTAL NUMBER	28	83	132	178	209	223	226	205	247
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49600	52700	55350	57550	59350	60700	61700	62650	63350
UPPER QUARTILE	44400	47100	49350	51250	52750	53900	54800	55550	56100
MEDIAN	39750	41950	43750	45250	46400	47250	47900	48450	48850
LOWER QUARTILE	36150	37850	39100	40000	40600	41000	41300	41500	41600
LOWER DECILE	32550	33800	34650	35250	35650	35900	36050	36150	36200
MEAN	40600	42850	44650	46100	47200	48050	48650	49150	49500
TOTAL NUMBER	696	399	324	363	287	262	217	125	306
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4517

MEDIUM EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	51650	52900	54150	55400	56650	57850
UPPER QUARTILE	0	0	0	47100	47950	48800	49700	50550	51450
MEDIAN	0	0	0	40450	41450	42500	43500	44450	45450
LOWER QUARTILE	0	0	0	35450	36450	37450	38400	39300	40200
LOWER DECILE	0	0	0	33050	33600	34150	34700	35250	35800
MEAN	0	0	0	41450	42400	43300	44200	45150	46000
TOTAL NUMBER	0	0	3	11	11	10	23	30	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60250	63650	66800	69650	72100	74150	75900	77600	79350
UPPER QUARTILE	53200	55800	58350	60750	63000	65000	66750	68600	70400
MEDIAN	47300	49950	52350	54400	56200	57700	58950	60150	61300
LOWER QUARTILE	41850	44000	45800	47200	48300	49100	49700	50200	50600
LOWER DECILE	36900	38400	39850	41150	42300	43300	44200	45150	46200
MEAN	47750	50250	52550	54600	56400	57950	59250	60600	62000
TOTAL NUMBER	105	168	140	186	159	104	148	40	113
OVER $93000	0	0	0	0	0	0	0	0	9
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1291

MEDIUM EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	61050	0	0	0	63900	64650
UPPER QUARTILE	0	0	0	60300	0	0	0	62000	62450
MEDIAN	0	0	0	40750	0	0	0	47800	49450
LOWER QUARTILE	0	0	0	41700	0	0	0	45100	45950
LOWER DECILE	0	0	0	40200	0	0	0	43000	43700
MEAN	0	0	0	48150	0	0	0	51700	52600
TOTAL NUMBER	0	0	0	11	0	3	0	12	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66150	68500	70950	73450	76050	78700	81500	85300	92300
UPPER QUARTILE	63400	64850	66400	68050	69800	71650	73650	76550	82350
MEDIAN	52500	56500	59750	62300	64150	65500	66400	67150	67600
LOWER QUARTILE	47600	50050	52450	54650	56750	58650	60300	62200	64400
LOWER DECILE	45050	47100	49050	50800	52400	53800	54850	55800	55850
MEAN	54350	56950	59450	61800	64000	66050	67850	69950	72500
TOTAL NUMBER	34	45	40	57	60	31	62	9	40
OVER $93000	0	0	0	0	0	0	0	0	9
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 421

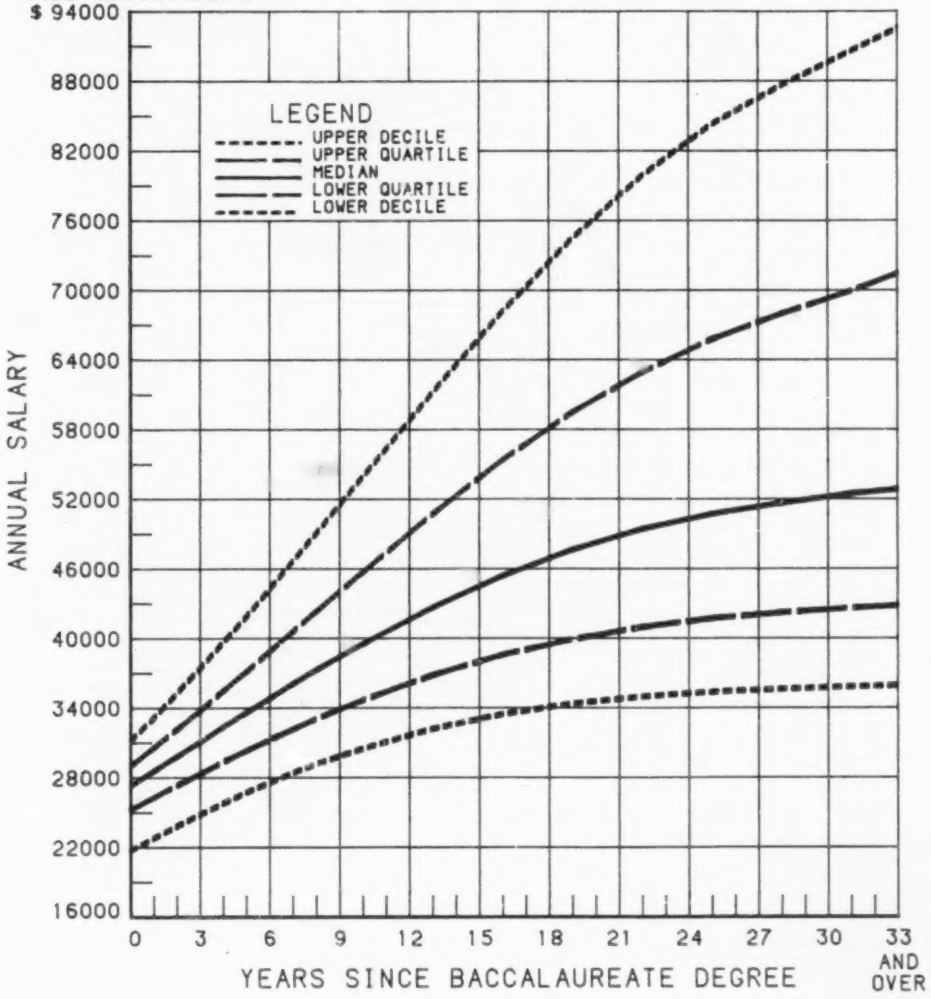
MEDIUM EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	48050	49100	50100	51150	52150
UPPER QUARTILE	0	0	0	0	42800	44200	45550	46850	48100
MEDIAN	0	0	0	0	39550	40550	41500	42450	43400
LOWER QUARTILE	0	0	0	0	32200	33650	35050	36350	37550
LOWER DECILE	0	0	0	0	31000	31700	32400	33050	33650
MEAN	0	0	0	0	39050	40150	41200	42250	43250
TOTAL NUMBER	0	0	3	0	11	7	23	18	23
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54150	57050	59800	62300	64450	66300	67750	69100	70050
UPPER QUARTILE	50400	53450	55900	57800	59250	60300	61050	61650	62100
MEDIAN	45100	47400	49300	50850	52100	53000	53700	54300	54800
LOWER QUARTILE	39700	42150	43850	45000	45750	46200	46450	46600	46700
LOWER DECILE	34850	36500	37900	39100	40050	40800	41400	41950	42400
MEAN	45100	47600	49650	51350	52650	53600	54300	54950	55400
TOTAL NUMBER	70	123	99	128	98	73	86	30	72
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 870

SMALL EMPLOYERS
ALL ENGINEERS

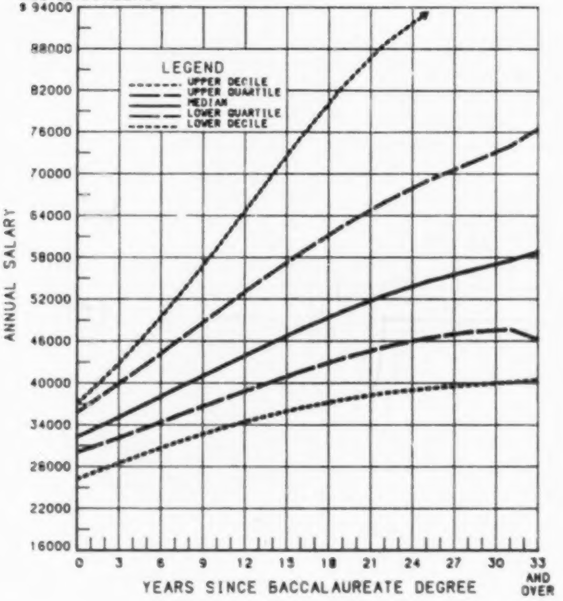


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31200	33200	35300	37450	39700	41950	44300	46700	49100
UPPER QUARTILE	29000	30600	32200	33800	35500	37150	38900	40600	42350
MEDIAN	27300	28600	29850	31100	32400	33650	34850	36100	37300
LOWER QUARTILE	25250	26300	27350	28350	29400	30350	31300	32200	33100
LOWER DECILE	21750	22800	23850	24850	25800	26750	27600	28450	29200
MEAN	27200	28550	29950	31350	32750	34200	35600	37000	38350
TOTAL NUMBER	517	532	572	620	721	552	539	474	451
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	5	0	0	0	0

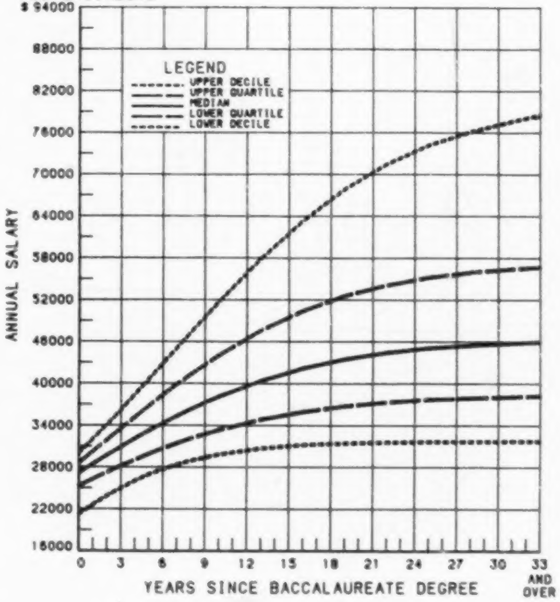
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	61250	68200	74500	79900	84300	87650	90600	92550
UPPER QUARTILE	45750	50750	55400	59500	62950	65800	68000	69950	71450
MEDIAN	39550	42700	45400	47650	49450	50750	51700	52500	52900
LOWER QUARTILE	34700	36850	38600	39950	41000	41750	42250	42650	42850
LOWER DECILE	30550	32250	33500	34400	35000	35400	35650	35850	35950
MEAN	41050	44800	48150	51000	53300	55050	56400	57500	58250
TOTAL NUMBER	1167	1370	984	827	880	640	648	650	1211
OVER $93000	0	0	0	39	46	37	42	63	136
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13364

SMALL EMPLOYERS, SUPERVISORY
ALL ENGINEERS



SMALL EMPLOYERS, NON-SUPERVISORY
ALL ENGINEERS



SMALL EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37050	38900	40850	42850	45000	47200	49450	51950	54300
UPPER QUARTILE	35750	37100	38500	39900	41350	42800	44250	45750	47200
MEDIAN	32250	33200	34150	35100	36100	37050	38050	39050	40000
LOWER QUARTILE	30050	30750	31450	32150	32900	33650	34400	35150	35900
LOWER DECILE	26200	27000	27750	28500	29250	30000	30700	31400	32050
MEAN	31950	33150	34350	35600	36850	38100	39350	40650	41950
TOTAL NUMBER	12	12	26	12	111	73	96	135	129
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59350	67300	75250	82600	88750	93200	95700	96100	92000
UPPER QUARTILE	50150	54500	58650	62500	65950	68950	71450	74000	76500
MEDIAN	42000	44900	47700	50250	52550	54500	56050	57550	58800
LOWER QUARTILE	37350	39550	41650	43550	45150	46450	47300	47700	46250
LOWER DECILE	33300	35000	36450	37600	38550	39200	39700	40100	40450
MEAN	44500	48200	51650	54700	57250	59300	60750	61950	62550
TOTAL NUMBER	333	644	439	446	457	373	402	481	738
OVER $93000	0	0	0	39	46	37	42	63	96
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4926

SMALL EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32050	34100	36250	38450	40650	42900	45100	47350
UPPER QUARTILE	28600	30250	31900	33550	35200	36800	38400	39900	41350
MEDIAN	27150	28450	29700	30900	32100	33250	34300	35350	36350
LOWER QUARTILE	25300	26300	27250	28200	29050	29900	30700	31450	32150
LOWER DECILE	21250	22600	23900	25000	26050	26950	27700	28400	28950
MEAN	27050	28350	29700	31000	32300	33600	34850	36050	37200
TOTAL NUMBER	505	520	546	608	609	478	443	338	322
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51700	57900	63350	67900	71500	74200	76150	77650	78550
UPPER QUARTILE	44050	47600	50400	52600	54150	55250	55950	56450	56700
MEDIAN	38150	40400	42200	43500	44450	45100	45500	45800	45950
LOWER QUARTILE	33350	34850	35950	36800	37350	37750	37950	38150	38250
LOWER DECILE	29850	30700	31200	31450	31600	31700	31700	31750	31750
MEAN	39350	42250	44600	46450	47850	48850	49550	50100	50400
TOTAL NUMBER	834	726	544	381	423	266	245	169	473
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8438

SMALL EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31700	33700	35800	38000	40200	42500	44800	47150
UPPER QUARTILE	28400	30050	31700	33400	35050	36750	38350	39950	41550
MEDIAN	27050	28350	29600	30850	32050	33250	34450	35550	36650
LOWER QUARTILE	25350	26300	27200	28050	28950	29750	30600	31400	32150
LOWER DECILE	21650	22650	23700	24650	25600	26500	27350	28100	28850
MEAN	26600	27950	29350	30700	32050	33450	34750	36100	37350
TOTAL NUMBER	464	512	526	571	646	479	377	281	342
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	58850	65400	71250	76200	80150	83100	85600	87200
UPPER QUARTILE	44500	48450	51750	54350	56300	57750	58700	59500	59900
MEDIAN	38750	41450	43700	45500	46850	47800	48450	48950	49200
LOWER QUARTILE	33550	35450	37050	38350	39350	40100	40600	41050	41350
LOWER DECILE	30150	31750	32950	33800	34350	34750	35000	35150	35250
MEAN	39850	43200	46050	48400	50200	51600	52550	53350	53800
TOTAL NUMBER	860	911	735	521	588	395	426	505	861
OVER $93000	0	0	0	1	27	30	4	43	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10010

SMALL EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34800	36450	38150	39950	41800	43750	45750	47850	50000
UPPER QUARTILE	35700	36850	38000	39150	40350	41550	42800	44000	45250
MEDIAN	32200	33000	33850	34650	35500	36400	37250	38150	39000
LOWER QUARTILE	29750	30450	31100	31750	32450	33150	33800	34500	35200
LOWER DECILE	28700	29150	29600	30050	30500	30900	31350	31800	32250
MEAN	32050	33050	34050	35100	36150	37200	38250	39350	40400
TOTAL NUMBER	6	12	21	12	92	65	65	81	85
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54450	61550	68800	75800	82150	87300	91050	93550	92900
UPPER QUARTILE	47650	51250	54750	57950	60900	63450	65600	67900	70300
MEDIAN	40800	43450	46050	48500	50650	52400	53650	54500	53250
LOWER QUARTILE	36550	38550	40450	42150	43650	44800	45550	46000	44850
LOWER DECILE	33100	34350	35550	36600	37550	38300	38900	39400	39350
MEAN	42600	45800	48900	51800	54300	56350	57900	59150	59550
TOTAL NUMBER	244	426	312	274	315	238	276	380	523
OVER $93000	0	0	0	1	27	30	4	43	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3435

SMALL EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29150	31050	33000	35050	37150	39250	41400	43500	45600
UPPER QUARTILE	28250	29850	31450	33100	34650	36200	37700	39150	40500
MEDIAN	26850	28200	29500	30750	31950	33050	34100	35100	35950
LOWER QUARTILE	25250	26200	27050	27900	28700	29450	30150	30750	31350
LOWER DECILE	21050	22450	23750	24900	25950	26800	27600	28200	28750
MEAN	26200	27700	29150	30600	31950	33200	34400	35550	36550
TOTAL NUMBER	457	500	504	559	553	414	312	199	257
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49600	54800	58500	60650	61300	60850	59800	58100	55850
UPPER QUARTILE	42950	45800	47750	48900	49400	49500	49400	49200	48900
MEDIAN	37500	39350	40600	41500	42050	42400	42600	42700	42750
LOWER QUARTILE	32400	33650	34550	35250	35700	36000	36150	36300	36350
LOWER DECILE	29550	30250	30600	30750	30850	30900	30900	30950	30950
MEAN	38400	40500	42050	43050	43700	44100	44300	44450	44500
TOTAL NUMBER	616	485	423	246	272	156	150	125	337
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6574

SMALL EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41300	42650	44100	45600	47150	48750	50400	52100	53850
UPPER QUARTILE	38050	39050	40050	41150	42250	43350	44500	45700	46900
MEDIAN	31300	32200	33150	34100	35050	36050	37050	38100	39200
LOWER QUARTILE	28250	29000	29800	30550	31350	32150	32950	33800	34600
LOWER DECILE	25750	26450	27100	27800	28450	29100	29750	30350	30950
MEAN	32900	33800	34800	35800	36800	37850	38900	40000	41100
TOTAL NUMBER	34	19	46	44	63	65	115	171	92
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57500	63300	69400	75550	81500	86900	91250	94800	93200
UPPER QUARTILE	49400	53350	57550	61900	66350	70700	74950	79950	85850
MEDIAN	41400	44850	48400	52000	55450	58650	61400	64050	65100
LOWER QUARTILE	36300	38850	41300	43600	45650	47300	48500	49200	47800
LOWER DECILE	32100	33650	34950	36100	37000	37700	38250	38800	39250
MEAN	43400	46950	50550	54150	57500	60550	63050	65250	65300
TOTAL NUMBER	282	345	215	232	224	218	193	138	232
OVER $93000	0	0	0	19	19	6	38	19	22
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2735

SMALL EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44350	46600	48950	51400	53950
UPPER QUARTILE	0	0	0	0	43950	45600	47250	48950	50700
MEDIAN	0	0	0	0	39350	40350	41450	42500	43600
LOWER QUARTILE	0	0	0	0	36200	36850	37500	38200	38850
LOWER DECILE	0	0	0	0	29600	30700	31750	32800	33750
MEAN	0	0	0	0	40200	41350	42500	43700	44900
TOTAL NUMBER	0	0	4	0	10	7	22	45	39
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59200	67350	75350	82500	88150	91800	93200	92100	86000
UPPER QUARTILE	54250	59650	65050	70100	74450	77850	80100	81100	78300
MEDIAN	45850	49300	52800	56250	59500	62450	64900	67150	67700
LOWER QUARTILE	40200	42300	44350	46400	48400	50250	51950	53900	56150
LOWER DECILE	35550	37850	39550	40750	41500	41950	42200	42300	42300
MEAN	47350	51150	54950	58600	61950	64800	67000	68550	67100
TOTAL NUMBER	83	173	116	133	124	126	122	96	156
OVER $93000	0	0	0	19	19	6	38	19	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1264

SMALL EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41500	42400	43350	44300	45250	46250	47300	48350	49450
UPPER QUARTILE	39950	40150	40500	40900	41350	41900	42550	43250	44050
MEDIAN	31250	31950	32700	33450	34250	35050	35800	36650	37450
LOWER QUARTILE	28600	29250	29850	30500	31100	31750	32400	33050	33700
LOWER DECILE	25950	26600	27250	27850	28400	28950	29450	29900	30300
MEAN	33050	33750	34500	35200	36000	36750	37550	38350	39150
TOTAL NUMBER	34	19	41	44	53	58	92	125	52
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51700	55250	59100	63200	67550	72100	76850	83400	94850
UPPER QUARTILE	45800	49000	52800	57200	62100	67300	72550	79050	86450
MEDIAN	39100	41550	44000	46400	48600	50500	52100	53500	53800
LOWER QUARTILE	34950	36800	38500	40050	41350	42350	43000	43250	42000
LOWER DECILE	31050	31950	32600	33050	33350	33550	33700	33800	33850
MEAN	40750	43300	45850	48450	50950	53350	55550	58100	60850
TOTAL NUMBER	199	171	98	98	100	92	70	42	76
OVER $93000	0	0	0	0	0	0	0	0	20
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1471

SMALL EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40400	0	0	0	48250	50300	52450	54650	56850
UPPER QUARTILE	32850	0	0	0	40300	42350	44500	46650	48900
MEDIAN	33700	0	0	0	38400	39650	40950	42250	43600
LOWER QUARTILE	35200	0	0	0	37950	38700	39450	40250	41050
LOWER DECILE	34600	0	0	0	35650	35900	36250	36550	36900
MEAN	35550	0	0	0	40600	41900	43250	44600	45950
TOTAL NUMBER	18	0	0	4	12	6	46	21	15
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61300	67850	74000	79350	83650	86700	88600	89500	88650
UPPER QUARTILE	53500	60500	67350	73600	78800	82750	85400	87150	87350
MEDIAN	46300	50500	54850	59150	63350	67350	71050	75400	80700
LOWER QUARTILE	42700	45350	48150	51200	54500	58000	61750	67100	77500
LOWER DECILE	37650	38950	40450	42200	44300	46800	49800	54800	68100
MEAN	48750	52950	57150	61250	65150	68700	71900	75400	79400
TOTAL NUMBER	24	113	33	73	67	26	28	6	118
OVER $93000	0	0	0	19	0	0	0	0	38
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 618

SMALL EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28050	0	0	0	36800	0	42200	45150	0
UPPER QUARTILE	27700	0	0	0	36550	0	41850	44700	0
MEDIAN	27900	0	0	0	35450	0	39800	42050	0
LOWER QUARTILE	29500	0	0	0	35050	0	38050	39550	0
LOWER DECILE	33000	0	0	0	35850	0	37400	38150	0
MEAN	28100	0	0	0	35750	0	40050	42300	0
TOTAL NUMBER	5	0	0	0	9	0	8	8	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55050	66250	77900	88650	96900	100000	0	99700	91100
UPPER QUARTILE	53850	63500	72800	80750	86500	89900	0	90600	88000
MEDIAN	49250	56600	63600	69600	74150	77050	0	78600	77000
LOWER QUARTILE	44200	48850	53400	57600	61450	64750	0	70200	72800
LOWER DECILE	40650	43300	46100	49100	52250	55500	0	63600	71850
MEAN	49300	56350	62950	68600	73050	76150	0	79200	79400
TOTAL NUMBER	5	45	10	37	17	8	3	5	58
OVER $93000	0	0	0	19	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 226

SMALL EMPLOYERS, NON-SUPERVISORY, PHD

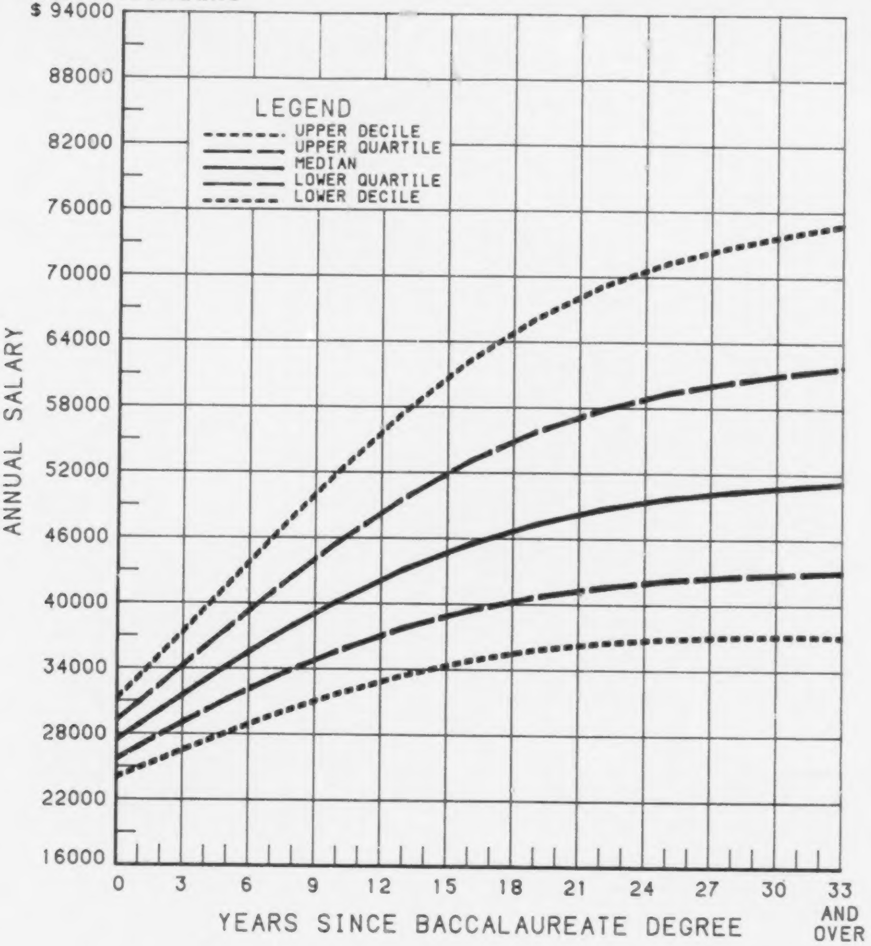
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	44400	0	0	0	0	48800	49750	50700	51700
UPPER QUARTILE	38850	0	0	0	0	44000	45100	46200	47350
MEDIAN	38200	0	0	0	0	42600	43550	44500	45500
LOWER QUARTILE	38050	0	0	0	0	39850	40300	40850	41400
LOWER DECILE	38050	0	0	0	0	36200	36250	36400	36600
MEAN	39650	0	0	0	0	43250	44000	44750	45550
TOTAL NUMBER	12	0	0	4	3	6	38	13	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53750	57000	60400	64050	67850	71850	76000	0	92150
UPPER QUARTILE	49750	53500	57500	61700	66050	70500	75050	0	90500
MEDIAN	47500	50750	54150	57750	61550	65450	69500	0	84400
LOWER QUARTILE	42650	44900	47650	50850	54650	59000	63900	0	84200
LOWER DECILE	37300	38750	40550	42600	44700	46650	48400	0	51550
MEAN	47250	49850	52700	55750	59050	62600	66400	0	82850
TOTAL NUMBER	19	68	22	36	49	17	24	1	60
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 391

CURVES AND TABLES BY INDUSTRY GROUP OF EMPLOYER & FOR ALL INDUSTRIES

ALL INDUSTRIES
ALL ENGINEERS

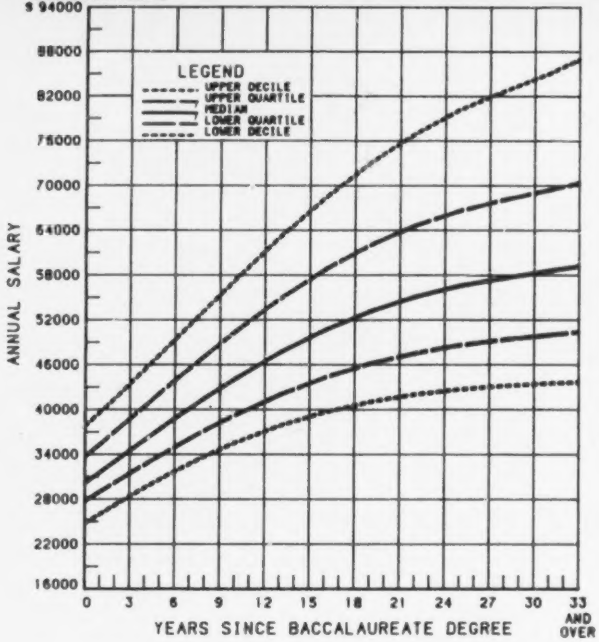


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31250	33250	35350	37400	39550	41650	43800	45900	48000
UPPER QUARTILE	29250	30900	32600	34300	36000	37650	39350	40950	42550
MEDIAN	27450	28850	30250	31600	32950	34250	35550	36800	38000
LOWER QUARTILE	25700	26850	28000	29100	30150	31200	32150	33100	34000
LOWER DECILE	24050	24900	25700	26550	27350	28150	28950	29700	30400
MEAN	27650	29100	30550	32000	33400	34800	36200	37500	38800
TOTAL NUMBER	2463	2384	2541	2803	2996	2764	2473	2149	2243
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	10	0	2	2	0

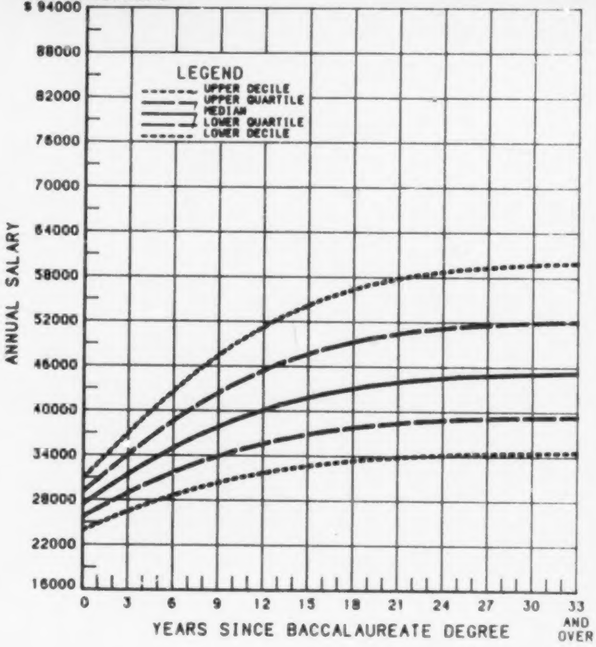
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	57550	62300	66150	69150	71300	72850	74100	74800
UPPER QUARTILE	45600	49650	53100	55800	57850	59400	60450	61300	61750
MEDIAN	40200	43150	45500	47350	48750	49750	50400	50900	51200
LOWER QUARTILE	35650	37800	39450	40700	41600	42250	42650	42900	43050
LOWER DECILE	31750	33450	34850	35850	36500	36900	37100	37200	37100
MEAN	41250	44550	47200	49350	51000	52200	53000	53700	54050
TOTAL NUMBER	6193	6388	5039	4710	4175	4200	3477	3076	6103
OVER $93000	2	7	5	55	87	68	91	121	281
UNDER $18000	2	2	2	0	2	0	1	1	2

ENGINEERS COVERED - 66186

ALL INDUSTRIES. SUPERVISORY
ALL ENGINEERS



ALL INDUSTRIES. NON-SUPERVISORY
ALL ENGINEERS



ALL INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37800	39650	41500	43450	45400	47400	49400	51400	53400
UPPER QUARTILE	33700	35350	37050	38750	40450	42200	43900	45550	47200
MEDIAN	30150	31600	33050	34500	35950	37350	38800	40150	41550
LOWER QUARTILE	27750	29000	30200	31450	32650	33800	34950	36100	37200
LOWER DECILE	24800	26000	27200	28400	29550	30650	31750	32750	33750
MEAN	31150	32600	34100	35500	37100	38550	40050	41450	42900
TOTAL NUMBER	60	106	142	128	297	370	450	426	480
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57350	63100	68350	73050	77000	80250	82750	85100	87000
UPPER QUARTILE	50400	54850	58750	62000	64650	66650	68150	69450	70400
MEDIAN	44100	47650	50650	53150	55100	56600	57650	58600	59200
LOWER QUARTILE	39250	42000	44300	46150	47550	48650	49400	50000	50400
LOWER DECILE	35550	37850	39650	41050	42050	42750	43200	43550	43700
MEAN	45600	49300	52550	55200	57350	59000	60200	61200	61950
TOTAL NUMBER	1667	2471	2161	2110	1882	2012	1674	1559	2837
OVER $93000	2	7	5	55	86	67	91	120	239
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 20841

ALL INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	32900	34950	36950	38950	40850	42650	44350	46000
UPPER QUARTILE	29050	30750	32450	34100	35650	37200	38650	40000	41300
MEDIAN	27400	28800	30150	31450	32700	33850	35000	36050	37000
LOWER QUARTILE	25700	26850	27900	28950	29950	30850	31750	32550	33300
LOWER DECILE	23900	24800	25700	26500	27250	28000	28650	29300	29850
MEAN	27550	29000	30350	31700	33000	34250	35400	36550	37550
TOTAL NUMBER	2403	2277	2398	2675	2698	2394	2022	1722	1762
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	4	0	2	2	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	52450	55100	57000	58250	59050	59500	59850	59950
UPPER QUARTILE	43550	46350	48350	49800	50800	51400	51800	52050	52100
MEDIAN	38750	40850	42350	43450	44200	44700	44950	45150	45250
LOWER QUARTILE	34600	36150	37300	38100	38650	39000	39200	39300	39350
LOWER DECILE	30900	32100	32950	33600	34000	34300	34450	34550	34600
MEAN	39450	41700	43450	44650	45500	46050	46400	46650	46800
TOTAL NUMBER	4525	3916	2878	2599	2293	2188	1802	1516	3266
OVER $93000	0	0	0	0	0	0	0	0	41
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 45344

ALL INDUSTRIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32550	34550	36600	38700	40750	42800	44850	46850
UPPER QUARTILE	29050	30650	32250	33900	35500	37050	38650	40150	41650
MEDIAN	27400	28750	30050	31350	32600	33850	35050	36200	37300
LOWER QUARTILE	25750	26800	27850	28850	29850	30800	31700	32550	33400
LOWER DECILE	23900	24750	25600	26400	27150	27900	28600	29250	29900
MEAN	27500	28850	30200	31600	32900	34250	35500	36750	38000
TOTAL NUMBER	2378	2235	2293	2479	2585	2309	1898	1546	1671
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	10	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50650	55850	60200	63700	66300	68200	69550	70550	71100
UPPER QUARTILE	44450	48150	51250	53700	55550	56900	57800	58550	58950
MEDIAN	39300	41950	44050	45650	46850	47700	48250	48700	48950
LOWER QUARTILE	34900	36800	38300	39450	40300	40900	41300	41600	41750
LOWER DECILE	31050	32550	33750	34650	35300	35800	36100	36350	36500
MEAN	40250	43250	45750	47700	49200	50300	51100	51700	52050
TOTAL NUMBER	4255	4503	3373	2920	2663	2874	2326	2314	4544
OVER $93000	2	2	4	9	56	51	39	88	181
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 49174

ALL INDUSTRIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36750	38450	40200	41950	43750	45600	47400	49300	51150
UPPER QUARTILE	33300	34850	36400	38000	39550	41150	42700	44250	45800
MEDIAN	30050	31400	32750	34100	35450	36750	38100	39350	40650
LOWER QUARTILE	27750	28900	30050	31200	32350	33450	34550	35550	36600
LOWER DECILE	25000	26150	27250	28300	29350	30350	31350	32300	33200
MEAN	30900	32250	33650	35000	36400	37750	39100	40450	41750
TOTAL NUMBER	53	97	121	112	248	321	379	315	376
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54900	60350	65550	70300	74450	77950	80800	83550	85900
UPPER QUARTILE	48750	52900	56550	59600	62150	64100	65550	66900	67850
MEDIAN	43050	46300	49150	51500	53350	54800	55850	56750	57400
LOWER QUARTILE	38500	41000	43100	44750	46050	47000	47700	48300	48650
LOWER DECILE	34850	37000	38750	40050	41050	41750	42200	42600	42800
MEAN	44300	47800	50850	53450	55550	57200	58450	59550	60350
TOTAL NUMBER	1162	1740	1393	1350	1233	1434	1155	1168	2151
OVER $93000	2	2	4	9	56	51	38	88	180
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 14815

ALL INDUSTRIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	32300	34350	36350	38250	40050	41800	43350	44850
UPPER QUARTILE	28900	30550	32150	33700	35200	36600	37950	39200	40350
MEDIAN	27350	28650	29950	31200	32400	33500	34500	35450	36350
LOWER QUARTILE	25750	26800	27800	28750	29650	30500	31300	32000	32650
LOWER DECILE	23900	24750	25550	26300	27000	27650	28250	28850	29350
MEAN	27350	28700	30050	31350	32600	33750	34850	35900	36850
TOTAL NUMBER	2325	2138	2172	2367	2337	1987	1519	1231	1294
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50350	52400	53800	54650	55200	55500	55650	55750
UPPER QUARTILE	42400	44750	46450	47650	48400	48900	49200	49400	49450
MEDIAN	37900	39700	40950	41850	42450	42800	43050	43200	43250
LOWER QUARTILE	33850	35200	36200	36900	37400	37700	37850	38000	38050
LOWER DECILE	30250	31300	32100	32600	33000	33250	33350	33500	33500
MEAN	38500	40450	41850	42800	43450	43850	44100	44300	44350
TOTAL NUMBER	3093	2762	1980	1569	1429	1439	1170	1146	2392
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 34359

ALL INDUSTRIES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38300	39650	41100	42550	44050	45550	47050	48600	50200
UPPER QUARTILE	34000	35250	36450	37700	39000	40300	41650	42950	44300
MEDIAN	30650	31700	32750	33800	34850	35950	37050	38100	39200
LOWER QUARTILE	27850	28800	29750	30700	31650	32600	33550	34450	35350
LOWER DECILE	25700	26550	27400	28250	29100	29950	30750	31550	32300
MEAN	31400	32500	33600	34700	35850	37000	38100	39250	40400
TOTAL NUMBER	67	148	242	308	378	429	490	533	501
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53350	58050	62550	66750	70450	73550	75950	78150	79700
UPPER QUARTILE	47000	50950	54700	58100	60950	63150	64700	65750	65600
MEDIAN	41350	44400	47250	49700	51700	53250	54300	55000	55050
LOWER QUARTILE	37100	39500	41550	43200	44500	45400	46050	46450	46650
LOWER DECILE	33800	35750	37300	38500	39300	39750	39900	39850	39400
MEAN	42700	45950	49000	51600	53800	55450	56600	57400	57450
TOTAL NUMBER	1711	1492	1363	1346	1128	1083	898	669	1232
OVER $93000	0	4	0	24	28	12	49	30	50
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 14025

ALL INDUSTRIES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	47350	48700	0	51450	52900	54350	55850	57400
UPPER QUARTILE	0	40950	42250	0	44950	46250	47600	48950	50300
MEDIAN	0	35000	36200	0	38650	39900	41150	42400	43650
LOWER QUARTILE	0	32450	33400	0	35250	36200	37200	38150	39150
LOWER DECILE	0	30750	31500	0	33050	33850	34600	35400	36150
MEAN	0	37300	38400	0	40750	41900	43100	44300	45450
TOTAL NUMBER	1	9	21	4	39	43	63	89	85
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60500	65350	70200	74950	79400	83300	86400	88950	88300
UPPER QUARTILE	52950	56750	60300	63500	66350	68700	70650	72600	74450
MEDIAN	46050	49600	52800	55650	58050	59950	61450	62750	63750
LOWER QUARTILE	41050	43900	46550	49000	51050	52750	53950	54950	55050
LOWER DECILE	37700	39900	41950	43800	45350	46650	47600	48400	48650
MEAN	47850	51300	54550	57500	60000	62050	63600	64900	65450
TOTAL NUMBER	452	609	675	590	497	490	423	357	556
OVER $93000	0	4	0	24	28	12	49	30	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5011

ALL INDUSTRIES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38850	39850	40850	41850	42900	43950	45050	46100	47200
UPPER QUARTILE	34400	35450	36450	37450	38450	39450	40450	41450	42450
MEDIAN	30750	31700	32650	33650	34600	35500	36450	37350	38200
LOWER QUARTILE	27900	28800	29650	30550	31400	32250	33100	33900	34650
LOWER DECILE	25850	26650	27450	28200	28950	29700	30400	31050	31650
MEAN	31700	32600	33500	34400	35350	36250	37150	38000	38900
TOTAL NUMBER	65	139	221	303	339	385	426	443	416
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49400	52700	55900	58900	61600	63800	65400	66450	65000
UPPER QUARTILE	44350	47000	49400	51400	53100	54350	55300	56050	56450
MEDIAN	39900	42150	44100	45700	46950	47850	48500	49050	49400
LOWER QUARTILE	36100	38000	39500	40600	41350	41800	42000	42000	41750
LOWER DECILE	32800	34250	35350	36100	36600	36900	37050	37050	37000
MEAN	40550	42900	45000	46750	48150	49200	49950	50500	50750
TOTAL NUMBER	1259	883	687	755	630	592	475	311	675
OVER $93000	0	0	0	0	0	0	0	0	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9014

ALL INDUSTRIES, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	45700	0	0	49600	50950	52300	53650	55000	56350
UPPER QUARTILE	39650	0	0	43300	44550	45800	47100	48350	49600
MEDIAN	36800	0	0	39800	40800	41800	42850	43850	44850
LOWER QUARTILE	32550	0	0	35500	36500	37450	38400	39350	40250
LOWER DECILE	29350	0	0	32050	32950	33800	34650	35450	36250
MEAN	37200	0	0	40400	41500	42550	43650	44700	45800
TOTAL NUMBER	18	0	4	15	31	25	84	69	69
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59100	63200	67150	70950	74500	77650	80500	83600	87150
UPPER QUARTILE	52150	55900	59500	62850	65950	68700	71050	73600	76350
MEDIAN	46800	49650	52350	54800	57050	59000	60650	62400	64300
LOWER QUARTILE	41950	44300	46400	48100	49500	50650	51500	52300	52950
LOWER DECILE	37700	39700	41400	42750	43800	44550	45150	45650	46000
MEAN	47900	50900	53700	56300	58550	60500	62100	63800	65500
TOTAL NUMBER	225	392	303	444	384	243	252	92	326
OVER $93000	0	0	0	21	2	3	2	2	48
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2986

ALL INDUSTRIES, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34950	0	0	43250	46200	0	52250	55300	58300
UPPER QUARTILE	35850	0	0	42900	45300	0	50000	52300	54500
MEDIAN	31550	0	0	37750	39850	0	44000	46050	48050
LOWER QUARTILE	30800	0	0	35500	37100	0	40200	41700	43200
LOWER DECILE	31200	0	0	34850	36050	0	38450	39550	40700
MEAN	33200	0	0	39250	41250	0	45300	47250	49200
TOTAL NUMBER	5	0	0	11	9	4	8	22	18
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64100	71800	77750	81900	84400	85750	86300	86400	86300
UPPER QUARTILE	58650	64050	68300	71400	73600	75050	75950	76650	77050
MEDIAN	51750	56650	60650	63650	65850	67350	68350	69150	69600
LOWER QUARTILE	46050	49850	53100	55650	57650	59100	60150	61000	61600
LOWER DECILE	42800	45650	48050	50000	51550	52700	53550	54250	54850
MEAN	52800	57600	61500	64500	66650	68150	69150	69950	70450
TOTAL NUMBER	52	122	93	169	151	86	95	34	128
OVER $93000	0	0	0	21	2	2	2	2	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1015

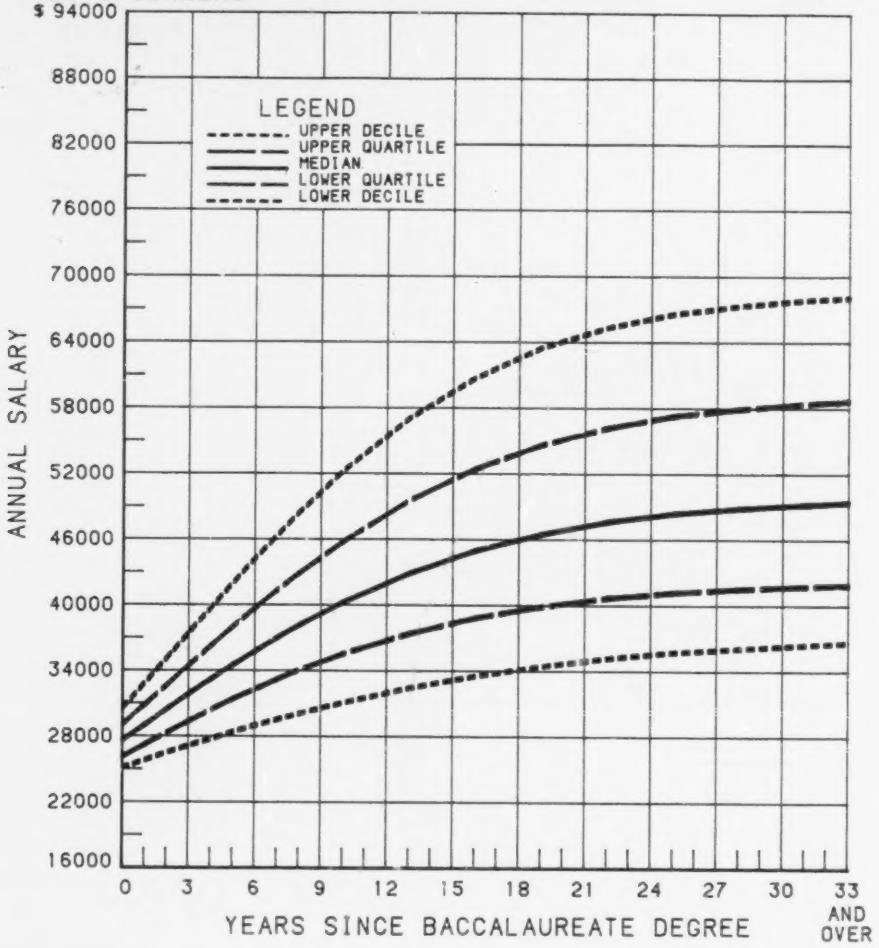
ALL INDUSTRIES, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	46200	0	0	0	49500	50350	51250	52100	53000
UPPER QUARTILE	42750	0	0	0	45350	46050	46750	47500	48200
MEDIAN	37650	0	0	0	40850	41650	42450	43200	43950
LOWER QUARTILE	35950	0	0	0	38250	38800	39350	39900	40450
LOWER DECILE	30000	0	0	0	32800	33450	34150	34800	35400
MEAN	38700	0	0	0	41500	42250	42950	43650	44350
TOTAL NUMBER	12	0	4	4	21	20	76	47	51
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54850	57700	60650	63650	66750	69850	72950	77050	83750
UPPER QUARTILE	49700	52050	54550	57200	59950	62850	65900	70200	78350
MEDIAN	45450	47600	49550	51350	52950	54300	55450	56700	58000
LOWER QUARTILE	41500	43000	44350	45600	46700	47650	48450	49300	50300
LOWER DECILE	36600	38250	39650	40850	41800	42550	43100	43650	44050
MEAN	45800	47900	49950	51950	53850	55650	57300	59250	61800
TOTAL NUMBER	173	270	209	275	232	156	157	57	197
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1970

ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS

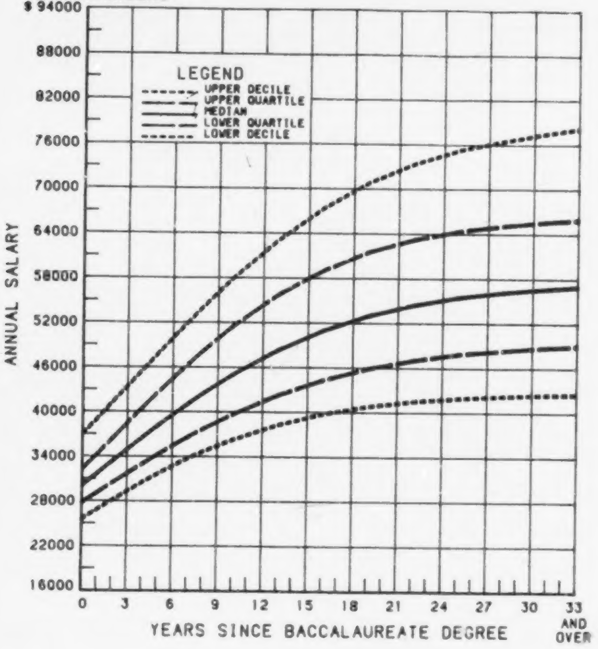


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32850	35150	37450	39750	42000	44250	46350	48450
UPPER QUARTILE	29050	30850	32650	34450	36250	38000	39700	41350	42900
MEDIAN	27600	29000	30450	31850	33200	34500	35750	37000	38150
LOWER QUARTILE	26100	27200	28300	29350	30400	31400	32300	33200	34050
LOWER DECILE	25100	25800	26500	27150	27750	28400	29000	29550	30100
MEAN	27850	29300	30800	32250	33650	35050	36400	37700	38950
TOTAL NUMBER	1789	1610	1703	1801	1991	1673	1436	1086	1349
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

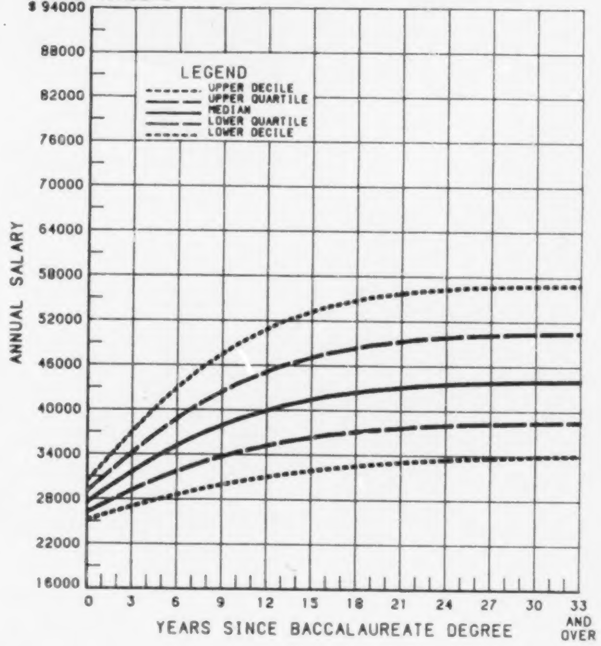
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52250	57050	60750	63500	65350	66600	67350	67900	68100
UPPER QUARTILE	45800	49550	52450	54650	56200	57300	57950	58450	58700
MEDIAN	40250	42900	45000	46500	47650	48400	48900	49250	49450
LOWER QUARTILE	35550	37400	38850	39900	40700	41200	41550	41800	41900
LOWER DECILE	31100	32450	33550	34450	35200	35750	36100	36450	36650
MEAN	41200	44100	46400	48150	49450	50300	50900	51300	51550
TOTAL NUMBER	3165	3196	2609	2487	2301	2460	2040	1653	3146
OVER $93000	1	3	4	5	46	38	23	40	63
UNDER $18000	0	0	0	0	0	0	0	0	1

ENGINEERS COVERED - 37504

ALL MANUFACTURING INDUSTRIES. SUPERVISORY
ALL ENGINEERS



ALL MANUFACTURING INDUSTRIES. NON-SUPERVISORY
ALL ENGINEERS



ALL MANUFACTURING INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37000	39100	41300	43450	45650	47800	49950	52050	54100
UPPER QUARTILE	32250	34300	36400	38500	40550	42550	44500	46400	48200
MEDIAN	30050.	31700	33350	34950	36550	38100	39600	41050	42450
LOWER QUARTILE	27800	29100	30450	31750	33000	34250	35450	36600	37700
LOWER DECILE	25550	26850	28100	29350	30550	31650	32750	33750	34650
MEAN	30850	32500	34150	35800	37400	39000	40550	42050	43500
TOTAL NUMBER	20	52	70	59	165	176	219	185	264
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58000	63150	67450	70850	73400	75300	76550	77600	78200
UPPER QUARTILE	51550	55800	59100	61550	63250	64400	65150	65700	65950
MEDIAN	45050	48350	51000	53000	54450	55500	56200	56700	57000
LOWER QUARTILE	39700	42300	44350	45900	47050	47900	48400	48850	49050
LOWER DECILE	36300	38300	39800	40850	41550	42000	42300	42500	42550
MEAN	46200	49650	52500	54650	56250	57400	58200	58750	59100
TOTAL NUMBER	821	1134	1050	1068	905	1195	919	780	1385
OVER $93000	1	3	4	5	46	37	23	39	60
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10478

ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	32650	34900	37100	39150	41150	42950	44650	46200
UPPER QUARTILE	29000	30800	32550	34250	35900	37400	38850	40200	41400
MEDIAN	27550	29000	30350	31700	32950	34150	35250	36250	37150
LOWER QUARTILE	26200	27250	28250	29250	30150	31000	31800	32500	33200
LOWER DECILE	25200	25850	26450	27050	27600	28150	28650	29150	29600
MEAN	27800	29250	30650	32050	33300	34550	35650	36700	37650
TOTAL NUMBER	1768	1557	1633	1741	1826	1497	1216	900	1085
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48850	51900	53900	55250	56000	56500	56750	56850	56900
UPPER QUARTILE	43550	46000	47700	48850	49600	50050	50300	50450	50500
MEDIAN	38750	40600	41900	42750	43350	43700	43900	44000	44050
LOWER QUARTILE	34350	35750	36750	37400	37900	38200	38350	38500	38550
LOWER DECILE	30400	31400	32200	32800	33250	33600	33800	34000	34100
MEAN	39350	41300	42650	43550	44150	44550	44750	44900	44950
TOTAL NUMBER	2344	2061	1558	1418	1395	1265	1120	872	1761
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 27026

ALL MANUFACTURING INDUSTRIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32300	34450	36650	38850	41000	43100	45150	47150
UPPER QUARTILE	28950	30600	32300	34000	35650	37300	38900	40400	41900
MEDIAN	27500	28900	30200	31550	32800	34050	35250	36350	37450
LOWER QUARTILE	26200	27200	28150	29100	30000	30850	31700	32500	33250
LOWER DECILE	25200	25750	26350	26900	27450	28000	28500	29000	29500
MEAN	27650	29000	30400	31750	33100	34400	35650	36850	38050
TOTAL NUMBER	1725	1535	1558	1618	1723	1407	1108	785	1076
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	55500	59150	61850	63800	65050	65850	66450	66700
UPPER QUARTILE	44600	48100	50900	53000	54550	55600	56300	56800	57050
MEDIAN	39350	41800	43700	45100	46100	46800	47250	47550	47700
LOWER QUARTILE	34600	36400	37750	38850	39650	40200	40600	40900	41100
LOWER DECILE	30400	31650	32750	33650	34350	34950	35400	35850	36150
MEAN	40200	42950	45200	46900	48150	49050	49650	50100	50350
TOTAL NUMBER	2173	2318	1790	1605	1543	1811	1420	1236	2393
OVER $93000	1	0	3	3	40	31	18	33	28
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 28835

ALL MANUFACTURING INDUSTRIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36100	38050	40000	42000	44000	46050	48050	50000	51950
UPPER QUARTILE	32700	34500	36300	38100	39900	41700	43400	45100	46750
MEDIAN	30300	31750	33200	34650	36050	37450	38850	40150	41450
LOWER QUARTILE	27150	28500	29900	31200	32500	33750	34950	36050	37150
LOWER DECILE	25850	27000	28100	29150	30150	31150	32100	32950	33800
MEAN	30550	32050	33600	35150	36650	38100	39550	41000	42350
TOTAL NUMBER	20	48	55	48	127	151	173	126	207
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55750	60950	65450	69150	72100	74350	76000	77400	78300
UPPER QUARTILE	49800	53800	57100	59650	61600	62950	63900	64650	65050
MEDIAN	43850	47000	49550	51600	53150	54300	55050	55700	56050
LOWER QUARTILE	39100	41550	43450	44850	45850	46550	47000	47300	47450
LOWER DECILE	35300	37200	38700	39800	40600	41100	41450	41700	41850
MEAN	44900	48300	51100	53300	55000	56200	57050	57750	58150
TOTAL NUMBER	545	801	665	707	597	911	649	576	1064
OVER $93000	1	0	3	3	40	31	18	33	27
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 7478

ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32150	34300	36400	38350	40200	41950	43500	44950
UPPER QUARTILE	28800	30550	32250	33900	35450	36900	38250	39500	40600
MEDIAN	27450	28850	30200	31450	32600	33750	34750	35700	36550
LOWER QUARTILE	26200	27200	28100	28950	29800	30550	31250	31900	32500
LOWER DECILE	25200	25750	26300	26850	27300	27800	28250	28650	29050
MEAN	27500	28950	30300	31600	32850	34000	35050	36050	36950
TOTAL NUMBER	1705	1486	1503	1569	1596	1256	935	659	869
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47450	50250	52150	53350	54050	54500	54750	54850	54900
UPPER QUARTILE	42550	44800	46300	47300	47950	48300	48550	48650	48700
MEDIAN	38000	39650	40750	41550	42000	42300	42500	42600	42650
LOWER QUARTILE	33550	34800	35750	36350	36800	37100	37250	37400	37450
LOWER DECILE	29800	30750	31500	32100	32550	32900	33100	33350	33450
MEAN	38500	40250	41500	42300	42850	43150	43350	43500	43500
TOTAL NUMBER	1628	1516	1124	897	946	900	771	659	1329
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 21356

ALL MANUFACTURING INDUSTRIES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39200	40550	41950	43350	44800	46200	47600	49000	50400
UPPER QUARTILE	35000	36250	37550	38850	40100	41400	42700	43950	45200
MEDIAN	31900	32900	33850	34850	35850	36850	37800	38800	39750
LOWER QUARTILE	29650	30450	31250	32050	32850	33600	34350	35100	35850
LOWER DECILE	27350	28150	28900	29700	30400	31150	31850	32500	33100
MEAN	32750	33800	34850	35900	36950	37950	39000	40000	41000
TOTAL NUMBER	51	75	141	167	243	253	270	253	235
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53150	57050	60550	63600	66150	68150	69700	71050	72200
UPPER QUARTILE	47650	51100	54150	56700	58650	60100	61050	61750	61900
MEDIAN	41650	44350	46750	48850	50500	51750	52600	53150	53150
LOWER QUARTILE	37250	39200	40850	42200	43250	44000	44500	44800	44800
LOWER DECILE	34250	35700	36750	37500	38000	38200	38250	38200	37950
MEAN	42950	45650	48000	50000	51600	52850	53700	54350	54700
TOTAL NUMBER	899	735	684	694	625	565	500	381	677
OVER $93000	0	3	0	2	4	3	3	5	26
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 7456

ALL MANUFACTURING INDUSTRIES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	50100	0	52650	53900	55200	56450	57750
UPPER QUARTILE	0	0	40400	0	43750	45450	47050	48650	50150
MEDIAN	0	0	36400	0	39350	40800	42150	43500	44800
LOWER QUARTILE	0	0	34550	0	36400	37300	38200	39050	39900
LOWER DECILE	0	0	33700	0	35000	35600	36250	36850	37400
MEAN	0	0	38550	0	41100	42400	43600	44850	46000
TOTAL NUMBER	0	4	15	0	28	24	38	38	43
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60250	63950	67500	70800	73800	76500	78800	81350	84150
UPPER QUARTILE	53050	56900	60100	62650	64650	66100	67150	68000	68600
MEDIAN	47250	50400	53000	55050	56600	57750	58550	59200	59600
LOWER QUARTILE	41600	43950	46100	48000	49600	50950	52100	53150	54150
LOWER DECILE	38550	40100	41500	42750	43800	44650	45350	46100	46800
MEAN	48250	51350	54000	56200	58000	59350	60450	61400	62150
TOTAL NUMBER	251	290	344	297	243	261	222	190	297
OVER $93000	0	3	0	2	4	3	3	5	24
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2594

ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39600	40550	41550	42500	43500	44450	45450	46400	47400
UPPER QUARTILE	35850	36700	37550	38400	39250	40150	41000	41800	42650
MEDIAN	32450	33200	34000	34750	35550	36300	37050	37800	38550
LOWER QUARTILE	30200	30800	31400	32000	32600	33200	33800	34400	34950
LOWER DECILE	28150	28700	29250	29800	30300	30800	31250	31650	32050
MEAN	33450	34200	34950	35650	36400	37100	37850	38550	39200
TOTAL NUMBER	51	70	125	167	215	228	232	215	192
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	52150	54700	57000	58900	60300	61200	61500	60000
UPPER QUARTILE	44300	46650	48750	50600	52100	53200	53900	54200	53350
MEDIAN	39950	41950	43650	45100	46250	47100	47600	47900	47700
LOWER QUARTILE	36050	37600	39000	40100	40950	41500	41750	41600	40250
LOWER DECILE	32750	33600	34200	34650	35000	35200	35350	35450	35500
MEAN	40550	42450	44100	45500	46650	47450	48000	48300	48000
TOTAL NUMBER	647	444	339	396	381	303	277	190	380
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4862

ALL MANUFACTURING INDUSTRIES, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	53200	0	0	55150	55850	56550	57250	57950	58650
UPPER QUARTILE	35550	0	0	41250	43100	44900	46650	48350	49950
MEDIAN	35550	0	0	39750	41050	42300	43500	44650	45700
LOWER QUARTILE	31600	0	0	34850	35900	36950	37950	38850	39800
LOWER DECILE	30450	0	0	32600	33300	34000	34650	35300	35900
MEAN	37000	0	0	40550	41700	42800	43900	44950	46000
TOTAL NUMBER	12	0	3	15	24	12	57	47	37
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60150	62450	64800	67300	69850	72550	75300	79150	86300
UPPER QUARTILE	52950	56750	59700	61850	63400	64450	65150	65650	65950
MEDIAN	47700	50150	52050	53450	54450	55150	55650	56000	56250
LOWER QUARTILE	41450	43550	45200	46350	47100	47550	47800	47850	47800
LOWER DECILE	37100	38600	39800	40700	41300	41650	41750	41700	41300
MEAN	47950	50550	52700	54450	55800	56800	57500	58150	58650
TOTAL NUMBER	93	141	134	186	132	83	119	35	75
OVER $93000	0	0	0	0	1	2	1	1	8
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1212

ALL MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	41450	44250	0	50000	52850	55650
UPPER QUARTILE	0	0	0	41300	43650	0	[illegible]	50650	52850
MEDIAN	0	0	0	31550	35200	0	42300	45600	48600
LOWER QUARTILE	0	0	0	30650	33450	0	38850	41350	43700
LOWER DECILE	0	0	0	31300	33400	0	37350	39200	40900
MEAN	0	0	0	35000	37800	0	43300	45900	48400
TOTAL NUMBER	0	0	0	11	9	0	8	20	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61000	68000	73400	77200	79600	80950	81700	82100	82250
UPPER QUARTILE	57050	62450	66750	69900	72100	73500	74450	75100	75500
MEDIAN	53600	58650	61350	62700	63350	63650	63750	63850	63850
LOWER QUARTILE	47800	52250	55000	56550	57350	57750	57950	58100	58150
LOWER DECILE	43900	47350	49750	51300	52250	52800	53150	53350	53400
MEAN	52850	58100	61700	64000	65350	66150	66600	66900	67000
TOTAL NUMBER	24	41	40	63	64	22	47	13	24
OVER $93000	0	0	0	0	1	1	1	1	8
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 405

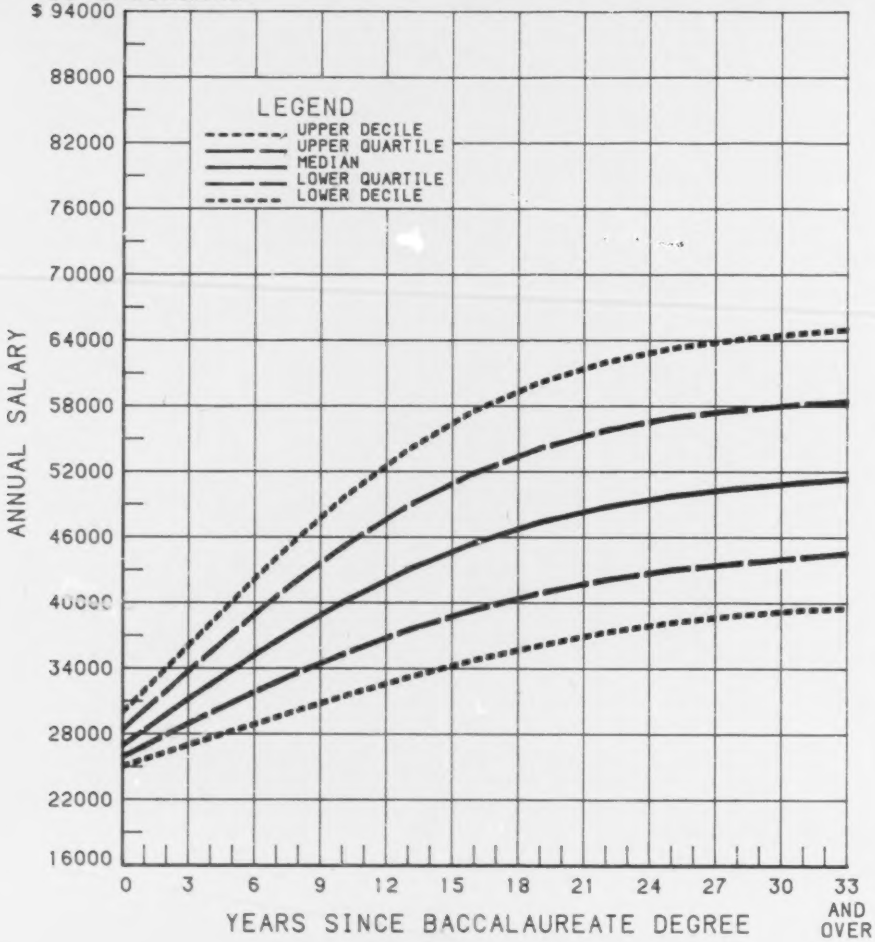
ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	50150	0	0	0	52850	53450	54100	54700	55300
UPPER QUARTILE	37050	0	0	0	43150	44550	45850	47100	48250
MEDIAN	36650	0	0	0	40550	41450	42300	43100	43850
LOWER QUARTILE	37500	0	0	0	39100	39450	39800	40150	40500
LOWER DECILE	33700	0	0	0	35200	35500	35850	36150	36450
MEAN	39000	0	0	0	42150	42850	43550	44200	44800
TOTAL NUMBER	12	0	3	4	14	12	49	26	23
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56450	58100	59600	60950	62100	63150	64050	65000	66050
UPPER QUARTILE	50250	52700	54500	55700	56550	57050	57400	57650	57800
MEDIAN	45250	46950	48250	49200	49900	50300	50600	50800	50900
LOWER QUARTILE	41100	41950	42700	43350	43900	44350	44700	45050	45400
LOWER DECILE	37000	37700	38250	38700	39000	39200	39350	39350	39250
MEAN	45950	47500	48700	49700	50500	51100	51500	51900	52250
TOTAL NUMBER	68	99	94	123	67	61	71	22	50
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 807

AEROSPACE
ALL ENGINEERS

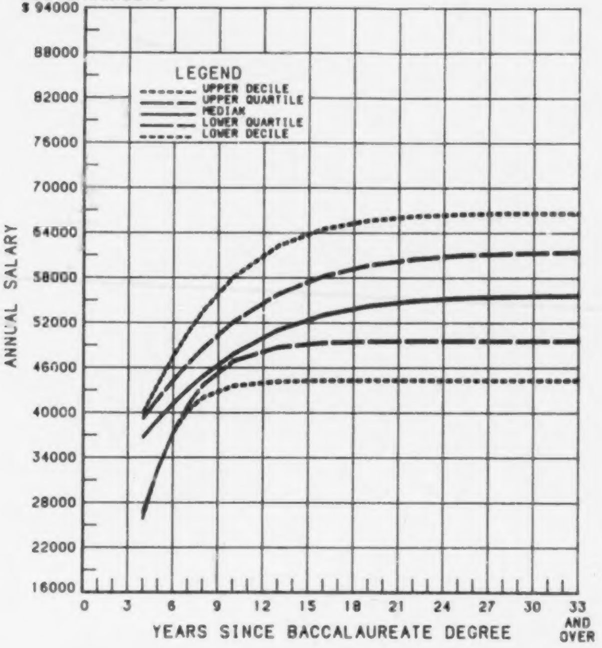


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32000	34050	36100	38150	40200	42200	44150	46000
UPPER QUARTILE	28400	30200	31950	33750	35500	37250	38950	40600	42150
MEDIAN	26950	28350	29800	31200	32550	33900	35250	36500	37750
LOWER QUARTILE	25900	26900	27950	28950	29950	30900	31850	32750	33650
LOWER DECILE	25050	25700	26350	27000	27650	28300	28900	29550	30200
MEAN	27450	28850	30250	31650	33000	34350	35650	36900	38150
TOTAL NUMBER	237	237	229	250	267	168	189	144	209
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

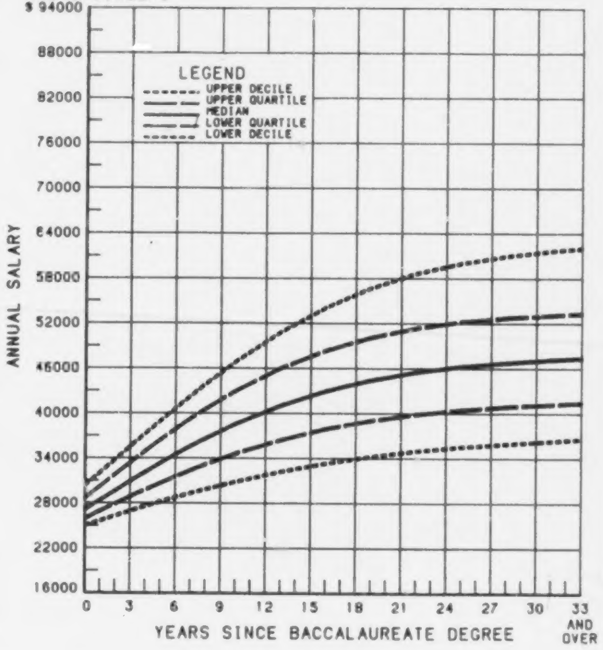
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	54050	57600	60200	62050	63300	64100	64700	65000
UPPER QUARTILE	45100	48900	51900	54150	55800	56950	57650	58200	58450
MEDIAN	40050	43050	45500	47400	48800	49800	50500	51050	51350
LOWER QUARTILE	35300	37550	39400	40950	42150	43050	43650	44200	44550
LOWER DECILE	31450	33200	34800	36150	37350	38250	38900	39400	39550
MEAN	40400	43400	45850	47800	49200	50250	50950	51550	51850
TOTAL NUMBER	363	406	337	388	376	307	306	180	403
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5005

AEROSPACE, SUPERVISORY
ALL ENGINEERS



AEROSPACE, NON-SUPERVISORY
ALL ENGINEERS



AEROSPACE, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40050	44000	47600	50850	53650
UPPER QUARTILE	0	0	0	0	39300	41900	44350	46600	48650
MEDIAN	0	0	0	0	36800	39100	41250	43200	44950
LOWER QUARTILE	0	0	0	0	26800	32500	37350	41050	43750
LOWER DECILE	0	0	0	0	25950	32550	37350	40350	42050
MEAN	0	0	0	0	34400	37950	41100	43900	46200
TOTAL NUMBER	0	0	0	0	22	8	18	39	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58150	62350	64600	65700	66250	66500	66650	66650	66650
UPPER QUARTILE	52150	55900	58300	59750	60550	61050	61250	61400	61450
MEDIAN	47900	51100	53100	54300	54950	55350	55550	55650	55650
LOWER QUARTILE	46950	48800	49400	49550	49600	49600	49600	49600	49600
LOWER DECILE	43600	44200	44350	44350	44350	44350	44350	44350	44350
MEAN	49750	52800	54250	54950	55250	55400	55450	55450	55450
TOTAL NUMBER	53	99	121	115	121	119	114	88	157
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1105

AEROSPACE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32100	33800	35550	37300	39000	40650	42300	43900
UPPER QUARTILE	28650	30250	31850	33400	34950	36450	37900	39300	40600
MEDIAN	27100	28400	29650	30950	32150	33350	34500	35600	36650
LOWER QUARTILE	25900	26950	27900	28900	29800	30700	31550	32400	33200
LOWER DECILE	25000	25650	26300	26950	27600	28200	28800	29350	29900
MEAN	27700	28950	30150	31350	32500	33650	34750	35850	36850
TOTAL NUMBER	237	236	229	250	245	160	170	105	184
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46900	50850	54150	56750	58700	60050	61000	61700	62050
UPPER QUARTILE	43000	46050	48400	50150	51400	52250	52800	53150	53350
MEDIAN	38600	41050	43000	44450	45550	46300	46800	47200	47400
LOWER QUARTILE	34650	36450	37950	39050	39900	40500	40950	41250	41450
LOWER DECILE	30900	32250	33350	34250	35000	35550	35950	36350	36600
MEAN	38750	41250	43200	44800	45950	46800	47400	47850	48100
TOTAL NUMBER	310	307	215	272	255	187	191	92	246
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3900

AEROSPACE, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31600	33550	35500	37450	39350	41250	43100	44850
UPPER QUARTILE	28200	29900	31600	33300	34950	36600	38250	39800	41300
MEDIAN	26900	28300	29650	31000	32300	33600	34850	36050	37250
LOWER QUARTILE	25950	26900	27800	28700	29600	30450	31300	32100	32900
LOWER DECILE	25000	25600	26200	26750	27350	27950	28550	29100	29650
MEAN	27250	28550	29900	31200	32500	33750	35000	36200	37350
TOTAL NUMBER	223	234	215	221	242	138	138	101	161
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	52550	56050	58750	60700	62050	62950	63650	64000
UPPER QUARTILE	44150	47800	50750	52950	54600	55750	56500	57050	57350
MEDIAN	39400	42200	44450	46200	47500	48450	49050	49550	49800
LOWER QUARTILE	34400	36400	38100	39500	40600	41450	42100	42650	43050
LOWER DECILE	30750	32350	33800	35100	36300	37300	38150	39000	39750
MEAN	39500	42400	44750	46600	48050	49100	49800	50400	50700
TOTAL NUMBER	207	268	216	209	214	168	169	105	256
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3495

AEROSPACE, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40600	0	45100	47200	49200
UPPER QUARTILE	0	0	0	0	40300	0	43400	44850	46300
MEDIAN	0	0	0	0	37900	0	40800	42200	43450
LOWER QUARTILE	0	0	0	0	35600	0	38300	39550	40750
LOWER DECILE	0	0	0	0	36450	0	37450	37900	38400
MEAN	0	0	0	0	38450	0	41250	42550	43800
TOTAL NUMBER	0	0	0	0	15	0	11	15	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52900	57450	60850	63250	64900	65950	66600	67050	67200
UPPER QUARTILE	49000	52550	55450	57750	59550	60850	61750	62500	62950
MEDIAN	45800	48750	51000	52650	53850	54650	55200	55600	55800
LOWER QUARTILE	42800	45350	47200	48500	49450	50050	50400	50650	50750
LOWER DECILE	39350	40650	41850	42900	43750	44400	44850	45100	44450
MEAN	46100	49050	51300	53050	54300	55150	55750	56200	56450
TOTAL NUMBER	24	64	85	76	72	70	61	55	125
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 702

AEROSPACE, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31600	33500	35350	37150	38900	40600	42200	43750
UPPER QUARTILE	28150	29900	31600	33250	34850	36350	37800	39150	40450
MEDIAN	26800	28250	29600	30900	32150	33300	34400	35450	36350
LOWER QUARTILE	26050	26900	27750	28600	29400	30150	30900	31650	32300
LOWER DECILE	25100	25650	26150	26700	27200	27700	28250	28700	29200
MEAN	27300	28550	29850	31050	32200	33350	34400	35450	36400
TOTAL NUMBER	223	233	215	221	226	138	127	86	138
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46500	49950	52600	54450	55750	56600	57150	57500	57600
UPPER QUARTILE	42700	45350	47300	48650	49550	50100	50450	50650	50750
MEDIAN	38000	39850	41200	42100	42700	43050	43300	43400	43500
LOWER QUARTILE	33550	35150	36500	37500	38300	38850	39250	39600	39800
LOWER DECILE	30150	31450	32650	33700	34650	35400	36050	36750	37400
MEAN	38150	40300	41950	43200	44050	44650	45050	45300	45450
TOTAL NUMBER	183	203	131	132	142	97	107	50	131
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2792

AEROSPACE, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37650	0	39950	41100	42250	43450	44650	45850	47100
UPPER QUARTILE	35650	0	37500	38500	39450	40450	41450	42450	43450
MEDIAN	32450	0	34050	34850	35650	36450	37300	38150	38950
LOWER QUARTILE	29150	0	30700	31500	32250	33050	33850	34700	35500
LOWER DECILE	29100	0	30150	30650	31200	31700	32250	32750	33250
MEAN	32700	0	34350	35200	36050	36900	37800	38650	39550
TOTAL NUMBER	7	2	13	28	18	29	51	34	47
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49500	53100	56500	59550	62150	64150	65500	66200	65100
UPPER QUARTILE	45500	48500	51450	54150	56500	58350	59600	60150	58100
MEDIAN	40650	43150	45550	47750	49700	51300	52450	53150	51950
LOWER QUARTILE	37100	39450	41700	43650	45200	46350	46900	46750	44150
LOWER DECILE	34200	35550	36750	37700	38400	38850	39000	38700	36950
MEAN	41300	43900	46400	48650	50600	52150	53150	53550	51650
TOTAL NUMBER	145	95	101	132	121	126	109	68	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1258

AEROSPACE, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	43900	45800	47650	0
UPPER QUARTILE	0	0	0	0	0	43550	45250	46850	0
MEDIAN	0	0	0	0	0	41350	42950	44450	0
LOWER QUARTILE	0	0	0	0	0	40700	41850	42900	0
LOWER DECILE	0	0	0	0	0	39600	40800	41900	0
MEAN	0	0	0	0	0	41850	43400	44800	0
TOTAL NUMBER	0	0	0	0	0	7	7	15	1
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52900	57500	61250	64200	66400	67950	69050	69900	70500
UPPER QUARTILE	51200	54700	57400	59350	60700	61600	62200	62650	62900
MEDIAN	48350	51350	53500	54900	55750	56300	56550	56750	56800
LOWER QUARTILE	45700	47900	49500	50650	51400	51850	52100	52300	52400
LOWER DECILE	44350	45800	46450	46600	46500	46350	46150	45950	45850
MEAN	48600	51550	53750	55300	56350	57000	57400	57700	57900
TOTAL NUMBER	20	26	36	36	37	46	51	31	27
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 348

AEROSPACE, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36400	0	38250	39200	40150	41150	42100	43150	44150
UPPER QUARTILE	35400	0	36800	37550	38300	39050	39800	40550	41300
MEDIAN	32050	0	33500	34200	34950	35650	36400	37150	37900
LOWER QUARTILE	29250	0	30650	31350	32050	32750	33500	34200	34900
LOWER DECILE	28800	0	29800	30250	30750	31250	31700	32150	32600
MEAN	32400	0	33800	34550	35250	36000	36750	37500	38200
TOTAL NUMBER	7	2	13	28	18	21	43	18	45
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46200	49250	52250	55050	57600	59650	61200	62250	61100
UPPER QUARTILE	42850	45100	47350	49500	51500	53250	54700	56150	56900
MEDIAN	39400	41600	43700	45650	47350	48800	49800	50500	49800
LOWER QUARTILE	36350	38350	40200	41850	43100	44000	44400	44200	41900
LOWER DECILE	33500	34700	35700	36550	37200	37550	37650	37400	35800
MEAN	39700	41850	43950	45800	47450	48750	49700	50250	49300
TOTAL NUMBER	125	68	65	95	84	79	57	37	94
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 909

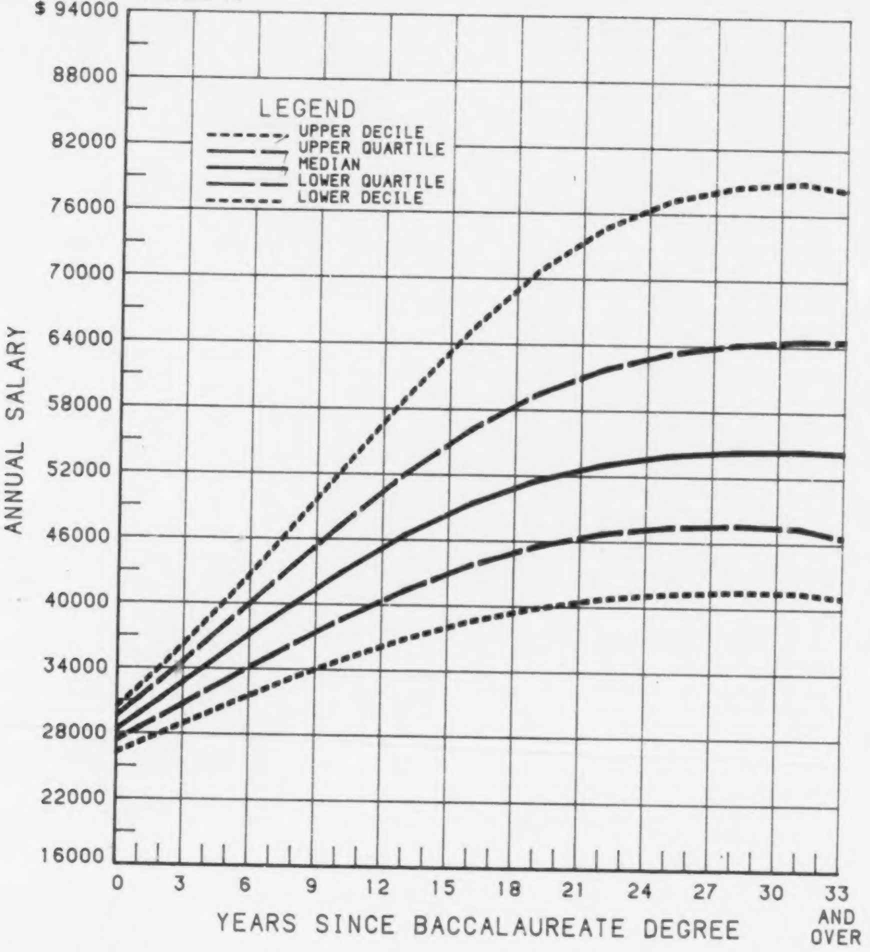
AEROSPACE, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32350	0	0	0	40500	0	0	46700	0
UPPER QUARTILE	32350	0	0	0	39350	0	0	44550	0
MEDIAN	32750	0	0	0	37900	0	0	41350	0
LOWER QUARTILE	32450	0	0	0	37050	0	0	39800	0
LOWER DECILE	34700	0	0	0	35700	0	0	36500	0
MEAN	32450	0	0	0	38100	0	0	41950	0
TOTAL NUMBER	7	0	0	0	7	0	0	7	0
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52500	57350	60950	63200	64350	64700	64450	63850	62950
UPPER QUARTILE	49300	53300	56300	58350	59550	60100	60200	60000	59550
MEDIAN	44300	46650	48400	49650	50500	51050	51350	51550	51700
LOWER QUARTILE	41850	43250	44100	44600	44800	44850	44850	44800	44750
LOWER DECILE	37350	38150	39000	39850	40700	41550	42400	43600	45650
MEAN	45300	48000	50000	51400	52300	52800	53050	53200	53200
TOTAL NUMBER	9	42	19	46	39	12	27	6	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 252

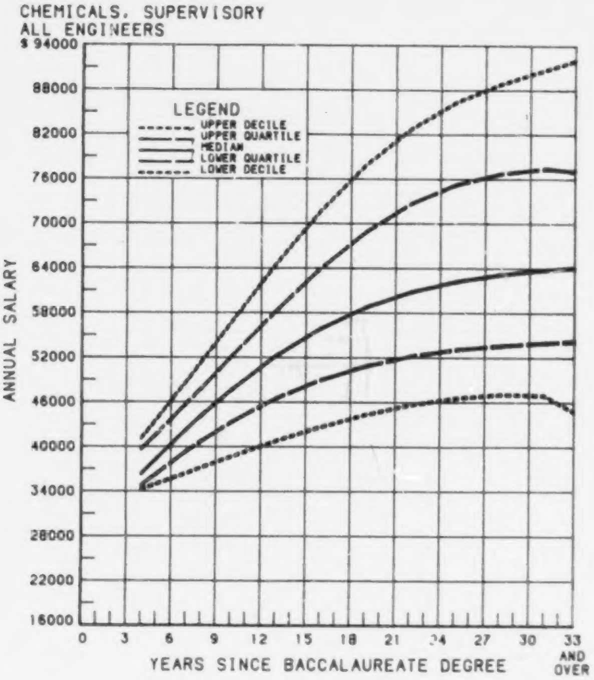
CHEMICALS
ALL ENGINEERS

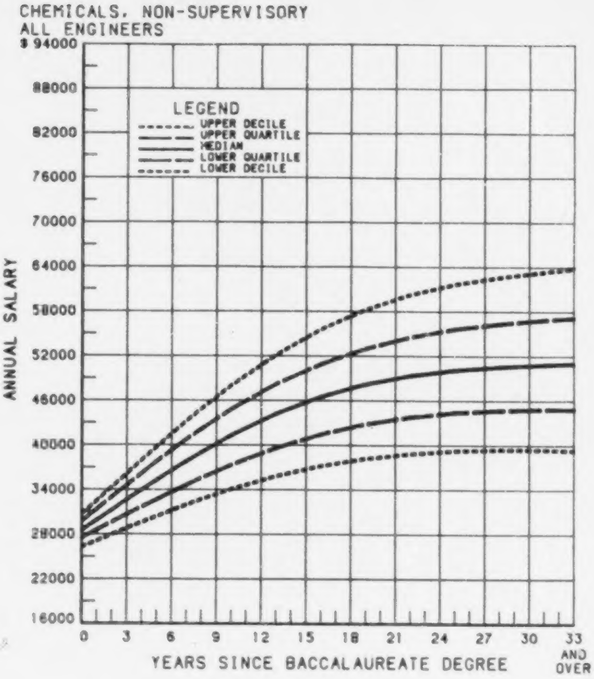


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30450	32300	34200	36250	38350	40500	42750	45000	47350
UPPER QUARTILE	29600	31250	32950	34650	36450	38250	40050	41850	43650
MEDIAN	28350	29800	31250	32750	34200	35700	37200	38650	40050
LOWER QUARTILE	27350	28500	29600	30750	31900	33000	34150	35250	36350
LOWER DECILE	26250	27150	28050	28950	29800	30700	31550	32400	33250
MEAN	28350	29750	31200	32650	34150	35700	37200	38700	40200
TOTAL NUMBER	259	213	317	518	479	502	323	360	331
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52050	59050	65400	70750	74700	77250	78550	78950	78250
UPPER QUARTILE	47150	52050	56200	59500	61800	63300	64150	64550	64550
MEDIAN	42800	46450	49400	51600	53050	53950	54350	54450	54300
LOWER QUARTILE	38500	41350	43750	45550	46750	47400	47600	47400	46550
LOWER DECILE	34800	36900	38600	39900	40800	41300	41550	41500	41050
MEAN	43150	47250	50750	53500	55450	56650	57200	57400	57000
TOTAL NUMBER	1136	996	963	839	689	603	544	496	1102
OVER $93000	0	2	0	3	18	19	17	31	37
UNDER $18000	0	0	0	0	0	0	1	1	5

ENGINEERS COVERED - 10677





CHEMICALS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41150	43650	46200	48800	51400
UPPER QUARTILE	0	0	0	0	39700	41650	43700	45750	47850
MEDIAN	0	0	0	0	36400	38400	40350	42300	44150
LOWER QUARTILE	0	0	0	0	34850	36400	37900	39400	40750
LOWER DECILE	0	0	0	0	34300	35050	35800	36500	37250
MEAN	0	0	0	0	37400	39100	40850	42600	44300
TOTAL NUMBER	0	0	2	3	13	34	55	43	76
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56750	64600	71800	77950	82800	86400	88850	90800	92050
UPPER QUARTILE	52100	58300	64050	68900	72700	75250	76750	77450	77050
MEDIAN	47650	52250	55950	58800	60850	62250	63200	63850	64150
LOWER QUARTILE	43300	46550	49050	50900	52200	53100	53650	54050	54250
LOWER DECILE	38700	40800	42700	44350	45700	46600	47100	46950	44750
MEAN	47750	52600	56850	60300	62900	64600	65550	66000	65850
TOTAL NUMBER	331	402	412	374	305	245	250	185	400
OVER $93000	0	2	0	3	17	17	16	31	36
UNDER $18000	0	0	0	0	0	0	1	1	2

ENGINEERS COVERED - 3138

CHEMICALS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30700	32500	34350	36150	37950	39750	41500	43250	44900
UPPER QUARTILE	29700	31350	33000	34600	36200	37800	39300	40800	42200
MEDIAN	28550	29900	31250	32650	34000	35300	36600	37850	39050
LOWER QUARTILE	27550	28600	29650	30700	31700	32700	33700	34650	35600
LOWER DECILE	26300	27150	28000	28850	29650	30450	31250	32000	32750
MEAN	28450	29850	31250	32650	34000	35300	36550	37800	39000
TOTAL NUMBER	259	213	314	515	465	467	267	316	255
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48050	52200	55650	58300	60300	61700	62650	63400	63850
UPPER QUARTILE	44850	48250	50950	53050	54600	55700	56400	56950	57200
MEDIAN	41350	44250	46550	48250	49400	50150	50600	50900	51050
LOWER QUARTILE	37350	39650	41500	42900	43850	44450	44750	44900	44850
LOWER DECILE	34100	35850	37250	38250	38900	39300	39450	39450	39300
MEAN	41200	44050	46350	48150	49500	50450	51100	51550	51800
TOTAL NUMBER	805	594	551	464	383	358	294	310	701
OVER $93000	0	0	0	0	0	2	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	2

ENGINEERS COVERED - 7539

CHEMICALS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32200	34100	36100	38150	40250	42400	44550	46700
UPPER QUARTILE	29500	31150	32850	34600	36300	38000	39650	41250	42850
MEDIAN	28350	29750	31200	32600	34000	35400	36750	38100	39350
LOWER QUARTILE	27250	28400	29550	30650	31700	32750	33750	34750	35650
LOWER DECILE	26050	26950	27800	28700	29550	30350	31100	31850	32600
MEAN	28350	29700	31100	32500	33950	35350	36750	38150	39500
TOTAL NUMBER	258	195	287	464	415	395	228	235	234
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50950	57050	62350	66650	69800	71950	73250	74100	74450
UPPER QUARTILE	45850	49850	53100	55650	57600	58950	59900	60700	61150
MEDIAN	41750	44850	47300	49150	50450	51300	51800	52200	52450
LOWER QUARTILE	37400	39600	41350	42750	43750	44450	44900	45250	45400
LOWER DECILE	33900	35650	37000	38100	38900	39500	39900	40200	40350
MEAN	42100	45600	48500	50800	52400	53500	54200	54700	54900
TOTAL NUMBER	669	544	531	431	394	362	387	345	780
OVER $93000	0	0	0	0	8	2	8	13	20
UNDER $18000	0	0	0	0	0	0	0	0	2

ENGINEERS COVERED - 7162

CHEMICALS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	39550	42150	44800	47500	50300
UPPER QUARTILE	0	0	0	0	38700	40650	42650	44700	46800
MEDIAN	0	0	0	0	36550	38150	39750	41300	42800
LOWER QUARTILE	0	0	0	0	35000	36100	37150	38200	39200
LOWER DECILE	0	0	0	0	33400	33950	34550	35100	35700
MEAN	0	0	0	0	36200	38000	39750	41500	43200
TOTAL NUMBER	0	0	0	2	13	29	35	35	46
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55950	64300	71750	77700	81900	84400	85550	85800	85050
UPPER QUARTILE	51000	57150	62800	67550	71150	73550	74850	75350	74700
MEDIAN	45650	49550	52800	55400	57400	58900	59900	60800	61350
LOWER QUARTILE	41100	43600	45650	47350	48700	49650	50400	51000	51350
LOWER DECILE	36800	38450	40000	41350	42550	43500	44150	44600	43950
MEAN	46450	50850	54550	57500	59800	61450	62550	63400	63850
TOTAL NUMBER	168	187	187	149	133	127	174	106	264
OVER $93000	0	0	0	0	8	2	8	13	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1663

CHEMICALS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30450	32300	34200	36050	37900	39700	41500	43200	44850
UPPER QUARTILE	29650	31250	32850	34450	36000	37550	39000	40450	41800
MEDIAN	28400	29800	31150	32500	33850	35100	36350	37550	38700
LOWER QUARTILE	27400	28450	29500	30550	31550	32500	33400	34300	35150
LOWER DECILE	26300	27100	27850	28600	29350	30100	30800	31450	32150
MEAN	28400	29750	31150	32450	33800	35050	36300	37450	38550
TOTAL NUMBER	258	195	287	462	401	365	192	199	187
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47850	51750	54800	57050	58650	59800	60500	61050	61350
UPPER QUARTILE	44300	47500	50050	51950	53350	54300	54950	55400	55650
MEDIAN	40750	43450	45550	47100	48200	48950	49400	49700	49850
LOWER QUARTILE	36650	38650	40200	41400	42250	42900	43300	43600	43750
LOWER DECILE	33400	35000	36300	37250	37850	38200	38350	38250	37850
MEAN	40650	43250	45350	46950	48100	48900	49450	49850	50050
TOTAL NUMBER	501	356	343	281	261	234	213	238	516
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	2

ENGINEERS COVERED - 5499

CHEMICALS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32400	34450	36550	38750	41050	43350	45750	48150
UPPER QUARTILE	0	31950	33600	35250	36950	38750	40550	42400	44250
MEDIAN	0	30600	32050	33550	35100	36600	38150	39650	41150
LOWER QUARTILE	0	29350	30500	31700	32850	34050	35250	36400	37600
LOWER DECILE	0	29050	29800	30600	31350	32150	32950	33700	34500
MEAN	0	30650	32050	33550	35050	36550	38100	39700	41250
TOTAL NUMBER	0	17	29	53	54	97	83	112	88
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53000	60200	66850	72650	77450	81150	83850	86150	87900
UPPER QUARTILE	48000	53500	58500	62700	65900	68000	69100	69300	68250
MEDIAN	44100	48200	51700	54500	56500	57850	58650	59100	59150
LOWER QUARTILE	39850	43050	45850	48100	49800	50900	51550	51800	51450
LOWER DECILE	36050	38300	40400	42250	43800	45000	45800	46200	45550
MEAN	44350	48750	52750	56050	58600	60400	61450	620[illegible]0	61950
TOTAL NUMBER	385	382	319	276	197	165	117	114	249
OVER $93000	0	2	0	0	6	8	3	12	17
UNDER $18000	0	0	0	0	0	0	1	0	1

ENGINEERS COVERED - 2745

CHEMICALS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	48350	50550	52800
UPPER QUARTILE	0	0	0	0	0	0	45850	47650	49450
MEDIAN	0	0	0	0	0	0	43100	44500	45900
LOWER QUARTILE	0	0	0	0	0	0	40900	41950	43000
LOWER DECILE	0	0	0	0	0	0	39050	39700	40350
MEAN	0	0	0	0	0	0	43500	44900	46350
TOTAL NUMBER	0	0	2	0	0	4	20	7	30
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57350	64300	71050	77200	82450	86600	89550	91850	92900
UPPER QUARTILE	53100	58450	63400	67950	71850	75150	77750	80250	82400
MEDIAN	48700	52800	56600	60000	62850	64950	66350	67200	66600
LOWER QUARTILE	45050	48150	51050	53700	56000	57850	59150	60100	59800
LOWER DECILE	41700	43650	45550	47400	49100	50650	51950	53300	54300
MEAN	49200	53450	57550	61250	64450	67000	68850	70250	70450
TOTAL NUMBER	151	189	182	164	110	85	62	58	111
OVER $93000	0	2	0	0	6	8	3	11	17
UNDER $18000	0	0	0	0	0	0	1	0	1

ENGINEERS COVERED - 1183

CHEMICALS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33800	35300	36850	38350	39850	41400	42900	44400
UPPER QUARTILE	0	32600	34000	35450	36850	38250	39600	40950	42250
MEDIAN	0	31300	32450	33650	34800	35950	37100	38250	39350
LOWER QUARTILE	0	30350	31150	32000	32800	33650	34500	35300	36100
LOWER DECILE	0	29600	30150	30700	31250	31850	32400	32950	33500
MEAN	0	31400	32550	33700	34850	35950	37050	38150	39250
TOTAL NUMBER	0	17	26	52	53	93	63	104	58
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47300	51350	55000	58100	60700	62800	64350	65750	66800
UPPER QUARTILE	44750	48150	51100	53500	55400	56900	57950	58850	59450
MEDIAN	41500	44400	46900	48950	50550	51750	52600	53350	53900
LOWER QUARTILE	37700	40000	42050	43900	45350	46500	47300	47900	47900
LOWER DECILE	34650	36300	37900	39350	40650	41750	42600	43350	43250
MEAN	41300	44200	46750	48900	50700	52150	53250	54200	54950
TOTAL NUMBER	233	192	136	111	87	80	55	55	138
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1561

CHEMICALS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41950	43700	45550	47450	49400
UPPER QUARTILE	0	0	0	0	39500	40950	42450	44000	45600
MEDIAN	0	0	0	0	39400	40450	41550	42600	43700
LOWER QUARTILE	0	0	0	0	37150	38050	38950	39850	40800
LOWER DECILE	0	0	0	0	36050	36750	37450	38150	38900
MEAN	0	0	0	0	39000	40200	41450	42700	44000
TOTAL NUMBER	0	0	0	0	9	8	11	12	8
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53600	60300	67450	74600	81200	86550	89850	90300	80650
UPPER QUARTILE	48950	54300	59800	65250	70300	74450	77300	78450	72950
MEDIAN	45950	49350	52750	56000	59000	61550	63500	64950	63950
LOWER QUARTILE	42650	45400	48050	50450	52500	54100	55200	55600	53600
LOWER DECILE	40300	42350	44300	46100	47600	48850	49700	50250	49350
MEAN	46600	50650	54650	58500	61900	64600	66350	67050	63500
TOTAL NUMBER	81	70	113	131	96	76	39	36	71
OVER $93000	0	0	0	3	3	8	5	6	0
UNDER $18000	0	0	0	0	0	0	0	1	0

ENGINEERS COVERED - 769

CHEMICALS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	63950	69500	75000	80100	84500	87800	89750	89850	83550
UPPER QUARTILE	59700	64500	69250	73800	77850	81150	83500	84750	81500
MEDIAN	56000	58500	60900	63200	65350	67300	68950	70700	72200
LOWER QUARTILE	51150	53350	55300	56850	57950	58550	58550	57800	54350
LOWER DECILE	48050	49800	51350	52600	53500	54050	54200	53800	51450
MEAN	55450	58950	62300	65300	67850	69750	70900	71200	68150
TOTAL NUMBER	11	24	41	60	61	32	13	20	25
OVER $93000	0	0	0	3	3	6	5	6	0
UNDER $18000	0	0	0	0	0	0	0	1	0

ENGINEERS COVERED - 291

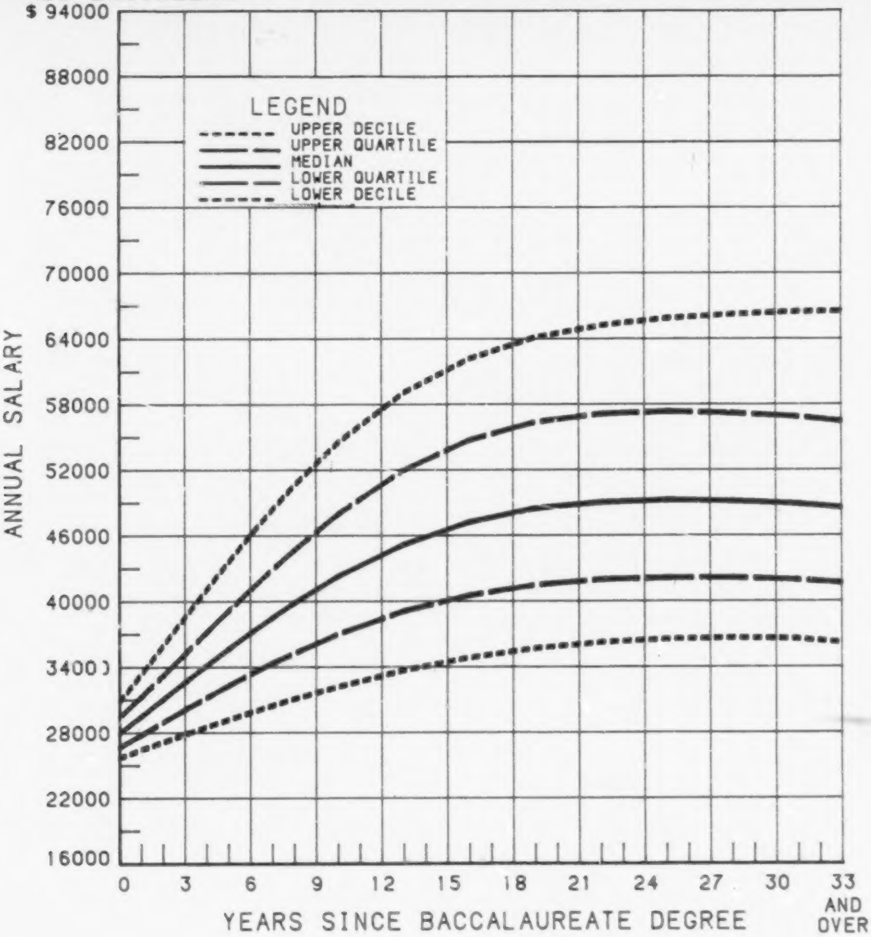
CHEMICALS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41400	42650	44000	45350	46750
UPPER QUARTILE	0	0	0	0	40750	41750	42750	43800	44800
MEDIAN	0	0	0	0	39250	40100	41000	41900	42800
LOWER QUARTILE	0	0	0	0	37500	38250	38950	39700	40450
LOWER DECILE	0	0	0	0	36800	37350	37850	38400	38900
MEAN	0	0	0	0	39200	40050	40950	41900	42800
TOTAL NUMBER	0	0	0	0	9	8	11	12	8
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	54200	58900	63650	68250	72450	75900	79000	78950
UPPER QUARTILE	46950	50200	53550	56850	60000	62950	65500	68150	70000
MEDIAN	44600	47300	49950	52450	54700	56600	58100	59300	58900
LOWER QUARTILE	41900	44100	46150	48100	49800	51250	52350	53200	52900
LOWER DECILE	39950	41450	42900	44250	45500	46550	47450	48350	48950
MEAN	44650	47500	50300	53000	55500	57750	59650	61400	62000
TOTAL NUMBER	70	45	71	71	35	43	25	16	46
OVER $93000	0	0	0	0	0	2	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 478

ELECTRICAL AND ELECTRONIC EQUIPMENT
ALL ENGINEERS

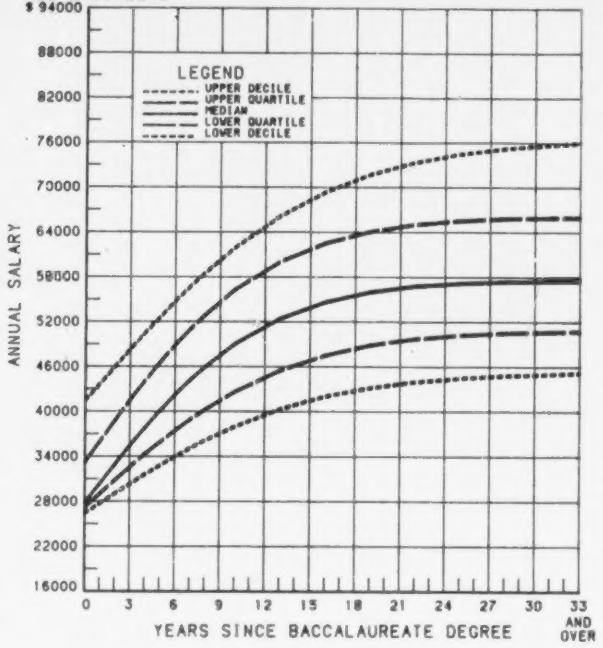


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	33400	36000	38600	41150	43650	46100	48450	50650
UPPER QUARTILE	29400	31300	33250	35200	37200	39150	41050	42950	44700
MEDIAN	27950	29500	31050	32600	34150	35650	37100	38500	39850
LOWER QUARTILE	26650	27800	28950	30100	31200	32300	33350	34350	35250
LOWER DECILE	25700	26450	27150	27850	28550	29200	29850	30500	31100
MEAN	28350	29950	31500	33100	34650	36200	37700	39150	40500
TOTAL NUMBER	904	791	758	798	637	655	508	455	404
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

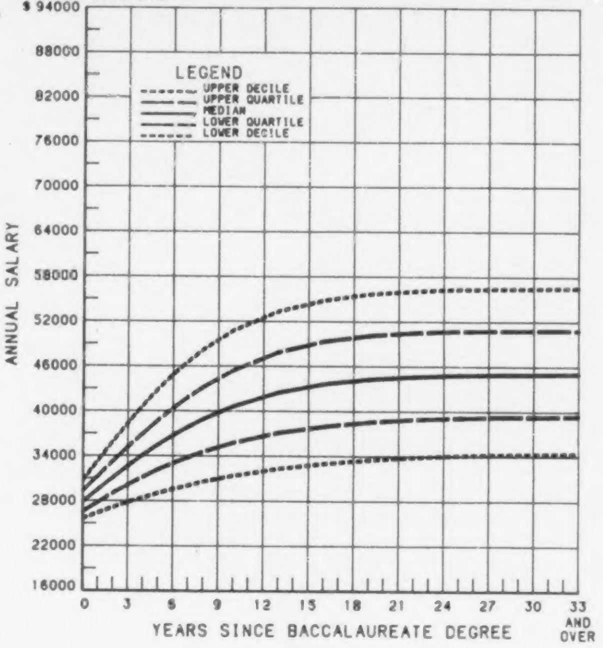
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54550	59100	62200	64150	65250	65900	66250	66500	66550
UPPER QUARTILE	48000	52000	54750	56400	57150	57350	57200	56850	56450
MEDIAN	42300	45200	47250	48500	49050	49250	49150	48900	48550
LOWER QUARTILE	37000	39100	40550	41500	42000	42150	42150	41950	41650
LOWER DECILE	32200	33700	34850	35700	36250	36550	36650	36550	36200
MEAN	43000	46000	48150	49500	50250	50550	50600	50500	50350
TOTAL NUMBER	1042	989	893	886	705	872	695	705	1000
OVER $93000	0	3	0	3	5	7	3	8	17
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13704

ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY
ALL ENGINEERS



ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY
ALL ENGINEERS



ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41450	43750	46050	48300	50550	52650	54750	56700	58550
UPPER QUARTILE	33200	36000	38800	41500	44100	46600	48900	51000	52950
MEDIAN	27750	30350	32900	35400	37800	40100	42200	44200	45950
LOWER QUARTILE	27150	29000	30800	32550	34300	35900	37450	38900	40250
LOWER DECILE	26400	27700	29050	30300	31600	32800	33950	35100	36150
MEAN	31250	33450	35600	37700	39750	41700	43550	45300	46900
TOTAL NUMBER	8	11	16	14	19	38	53	48	69
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61950	66150	69400	71750	73400	74500	75200	75750	76000
UPPER QUARTILE	56300	60050	62550	64100	65050	65550	65850	65950	66000
MEDIAN	49050	52450	54650	56000	56800	57200	57400	57500	57500
LOWER QUARTILE	42650	45500	47500	48900	49750	50250	50550	50700	50750
LOWER DECILE	38000	40350	42050	43200	44000	44500	44850	45050	45200
MEAN	49750	53050	55450	57050	58050	58700	59050	59300	59350
TOTAL NUMBER	244	289	332	365	303	367	263	242	351
OVER $93000	0	3	0	3	5	7	3	8	17
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3039

ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	33400	35950	38400	40750	42900	44900	46650	48250
UPPER QUARTILE	29300	31300	33300	35200	37000	38750	40350	41850	43200
MEDIAN	27850	29500	31100	32650	34150	35500	36750	37900	38950
LOWER QUARTILE	26550	27800	29050	30150	31200	32200	33050	33850	34600
LOWER DECILE	25650	26400	27150	27850	28450	29050	29600	30100	30600
MEAN	28150	29900	31550	33100	34550	35900	37100	38200	39200
TOTAL NUMBER	895	779	742	783	617	617	455	407	335
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	53400	54850	55700	56100	56350	56450	56500	56550
UPPER QUARTILE	45450	47900	49350	50150	50550	50750	50800	50850	50850
MEDIAN	40650	42500	43650	44300	44650	44850	44950	45000	45050
LOWER QUARTILE	35800	37150	38000	38600	38950	39150	39300	39350	39400
LOWER DECILE	31400	32350	33050	33550	33900	34150	34300	34400	34450
MEAN	40850	42600	43750	44450	44900	45150	45300	45350	45350
TOTAL NUMBER	797	699	560	520	402	504	431	462	648
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10664

ELECTRICAL AND ELECTRONIC EQUIPMENT, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	32500	34950	37350	39700	41950	44150	46250	48250
UPPER QUARTILE	29250	31000	32800	34600	36400	38150	39850	41550	43100
MEDIAN	27850	29350	30800	32250	33650	35050	36350	37600	38750
LOWER QUARTILE	26550	27700	28800	29900	30950	31900	32850	33700	34500
LOWER DECILE	25800	26400	27000	27550	28150	28700	29250	29800	30350
MEAN	27950	29500	31000	32500	33950	35350	36700	37950	39150
TOTAL NUMBER	859	736	684	687	544	534	410	327	295
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	56200	59350	61500	62850	63650	64100	64350	64400
UPPER QUARTILE	46050	49650	52300	54000	54950	55450	55600	55650	55550
MEDIAN	40850	43350	45150	46300	47000	47400	47600	47700	47750
LOWER QUARTILE	35950	37650	38950	39850	40450	40850	41050	41200	41250
LOWER DECILE	31350	32650	33800	34700	35300	35700	35850	35800	35250
MEAN	41300	43950	45900	47350	48250	48850	49200	49400	49450
TOTAL NUMBER	684	710	541	561	472	647	502	531	752
OVER $93000	0	0	0	1	2	5	3	5	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10485

ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38000	40100	42150	44200	46250	48200	50150	52050	53850
UPPER QUARTILE	31150	33650	36100	38550	40950	43250	45450	47500	49450
MEDIAN	28000	30250	32500	34750	36850	38900	40850	42650	44350
LOWER QUARTILE	27300	28900	30450	32000	33450	34900	36250	37550	38750
LOWER DECILE	25850	27300	28700	30050	31300	32500	33650	34700	35700
MEAN	30350	32250	34150	36050	37850	39600	41300	42950	44450
TOTAL NUMBER	8	7	13	11	19	29	37	41	49
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57250	61650	65250	68000	70000	71400	72350	72950	73250
UPPER QUARTILE	52900	57000	59950	61850	63100	63800	64150	64350	64400
MEDIAN	47300	50650	52950	54500	55450	56000	56300	56450	56550
LOWER QUARTILE	40950	43700	45750	47200	48200	48900	49300	49550	49650
LOWER DECILE	37450	39500	41000	42000	42650	43050	43300	43450	43500
MEAN	47200	50650	53200	55050	56353	57150	57650	57950	58100
TOTAL NUMBER	134	197	186	223	193	264	185	179	250
OVER $93000	0	0	0	1	2	5	3	5	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2032

ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30050	32550	34950	37200	39350	41350	43150	44750	46250
UPPER QUARTILE	29100	31050	32900	34700	36350	37950	39400	40700	41900
MEDIAN	27750	29350	30850	32300	33650	34850	36000	37000	37950
LOWER QUARTILE	26600	27750	28800	29850	30750	31650	32450	33150	33800
LOWER DECILE	25700	26350	27000	27600	28150	28650	29150	29600	30000
MEAN	27900	29500	31000	32450	33750	35000	36150	37150	38100
TOTAL NUMBER	851	729	670	676	525	505	372	286	246
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48650	51200	52800	53750	54300	54550	54700	54750	54800
UPPER QUARTILE	43950	46250	47750	48700	49250	49500	49650	49750	49750
MEDIAN	39500	41200	42350	43050	43500	43750	43900	44000	44050
LOWER QUARTILE	34900	36150	37050	37600	37950	38200	38300	38400	38400
LOWER DECILE	30750	31600	32250	32700	33050	33300	33400	33550	33600
MEAN	39650	41350	42500	43250	43700	43950	44100	44150	44200
TOTAL NUMBER	549	513	355	337	279	382	316	352	501
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8452

ELECTRICAL AND ELECTRONIC EQUIPMENT, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40650	42600	44550	46500	48400	50300	52100	53900	55600
UPPER QUARTILE	36300	37750	39200	40650	42100	43600	45050	46500	47900
MEDIAN	33000	34150	35350	36550	37700	38900	40050	41200	42300
LOWER QUARTILE	29750	30850	31950	33000	34050	35100	36100	37100	38050
LOWER DECILE	27650	28500	29350	30150	30950	31700	32450	33200	33850
MEAN	33550	34800	36100	37400	38650	39900	41150	42350	43550
TOTAL NUMBER	41	54	70	102	88	111	91	110	90
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58700	62600	65500	67500	68650	69250	69500	69450	69250
UPPER QUARTILE	50600	54250	57200	59350	60650	61150	61050	60250	58300
MEDIAN	44450	47300	49600	51350	52450	52950	53050	52600	51350
LOWER QUARTILE	39750	42000	43700	44850	45550	45850	45900	45700	45250
LOWER DECILE	35150	36800	38050	38950	39500	39800	39850	39750	39400
MEAN	45750	48650	50950	52600	53650	54200	54300	54050	53300
TOTAL NUMBER	320	233	298	283	199	203	169	167	224
OVER $93000	0	3	0	1	3	1	0	2	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2863

ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	54250	56600	0	61000
UPPER QUARTILE	0	0	0	0	0	51500	53950	0	58100
MEDIAN	0	0	0	0	0	43550	46250	0	50600
LOWER QUARTILE	0	0	0	0	0	37300	39100	0	42350
LOWER DECILE	0	0	0	0	0	34700	35950	0	38300
MEAN	0	0	0	0	0	43900	46200	0	50250
TOTAL NUMBER	0	4	3	0	0	9	15	3	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64950	69850	73550	76300	78150	79450	80250	80850	81150
UPPER QUARTILE	61200	64250	65950	66900	67400	67650	67750	67850	67850
MEDIAN	53550	56300	57650	58350	58650	58800	58850	58900	58900
LOWER QUARTILE	45050	48150	50250	51550	52350	52800	53000	53150	53150
LOWER DECILE	40400	43000	44950	46400	47400	48100	48500	48800	48900
MEAN	53400	56750	58850	60050	60750	61100	61300	61400	61400
TOTAL NUMBER	98	79	124	116	91	95	71	61	89
OVER $93000	0	3	0	1	3	1	0	2	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 879

ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41550	42850	44150	45400	46600	47750	48850	49950	50950
UPPER QUARTILE	36650	37900	39200	40450	41650	42800	43950	45050	46050
MEDIAN	33400	34500	35550	36550	37600	38550	39500	40400	41250
LOWER QUARTILE	30050	31050	32050	33050	33950	34850	35700	36450	37200
LOWER DECILE	28200	28900	29500	30150	30700	31250	31800	32250	32700
MEAN	33900	35000	36100	37150	38150	39100	40050	40900	41700
TOTAL NUMBER	41	50	67	102	88	102	76	106	76
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52750	55050	56800	58050	58950	59500	59850	60100	60200
UPPER QUARTILE	47900	50200	51850	52950	53550	53750	53700	53450	52950
MEDIAN	42850	44850	46350	47400	48050	48400	48500	48500	48250
LOWER QUARTILE	38500	40000	41050	41650	41900	41950	41900	41700	41450
LOWER DECILE	33550	34550	35300	35900	36300	36600	36850	37000	37100
MEAN	43200	44950	46300	47200	47750	48050	48200	48250	48250
TOTAL NUMBER	221	153	173	167	107	108	97	105	135
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1983

ELECTRICAL AND ELECTRONIC EQUIPMENT, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	55100	0	57350	58400	59500	60550
UPPER QUARTILE	0	0	0	54600	0	55350	55750	56150	56600
MEDIAN	0	0	0	36150	0	44200	47050	49250	50850
LOWER QUARTILE	0	0	0	38200	0	40550	41650	42700	43600
LOWER DECILE	0	0	0	34100	0	35250	35800	36350	36850
MEAN	0	0	0	45550	0	47450	48350	49200	50000
TOTAL NUMBER	3	0	3	7	4	9	6	18	19
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	62600	65550	68200	70600	72650	74450	75900	77450	79000
UPPER QUARTILE	57500	59050	60750	62650	64750	67200	69900	74150	83800
MEDIAN	52900	54250	54800	55000	55050	55050	55050	55050	55050
LOWER QUARTILE	45150	46750	47450	47400	46850	45950	44950	43600	41950
LOWER DECILE	37850	39100	40100	40750	41000	40850	40350	39100	35750
MEAN	51500	53350	54850	55950	56750	57300	57700	57950	58150
TOTAL NUMBER	37	44	52	40	33	21	23	5	22
OVER $93000	0	0	0	0	0	0	0	0	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 355

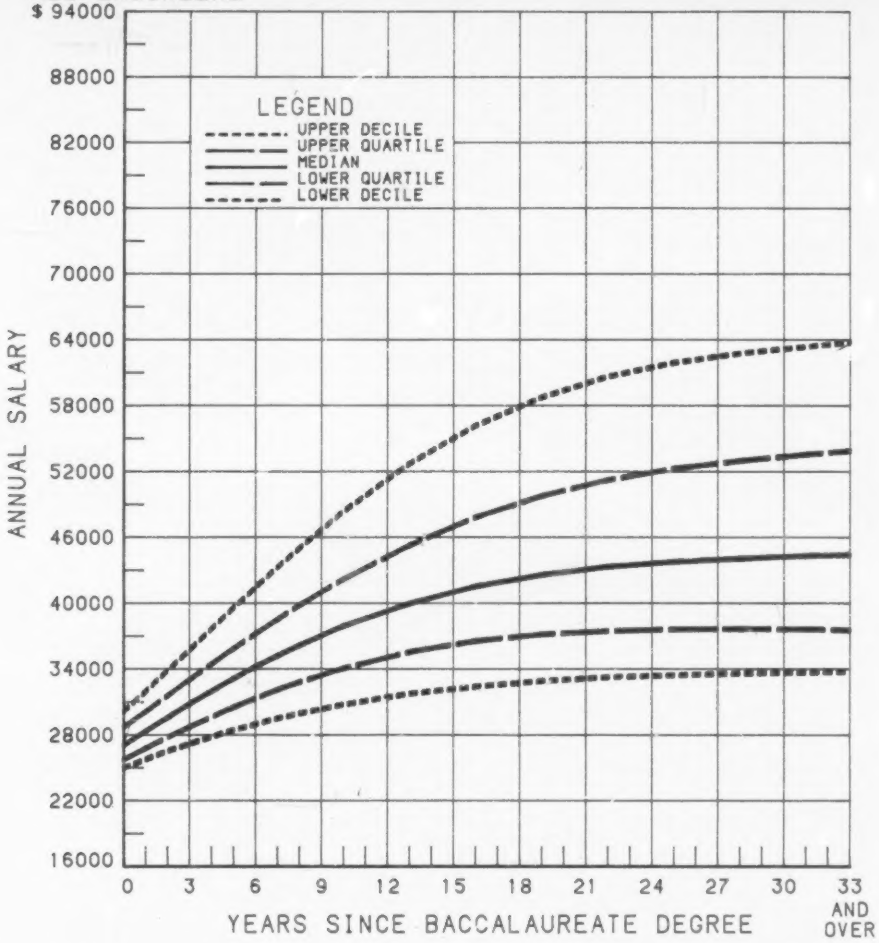
ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	50700	54550	56750	57900
UPPER QUARTILE	0	0	0	0	0	47700	48750	49800	50800
MEDIAN	0	0	0	0	0	43400	46000	48050	49600
LOWER QUARTILE	0	0	0	0	0	42000	44000	44850	44900
LOWER DECILE	0	0	0	0	0	34650	35150	35600	36050
MEAN	0	0	0	0	0	43400	44600	45750	46750
TOTAL NUMBER	3	0	3	4	4	9	6	15	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58900	59250	59350	59350	59350	59350	59350	0	59350
UPPER QUARTILE	52700	55150	56900	57850	57900	57050	55400	0	44850
MEDIAN	51350	51450	50150	48650	47350	46450	45850	0	45350
LOWER QUARTILE	44150	42750	41950	41600	41450	41400	41400	0	41400
LOWER DECILE	36850	37950	38800	39350	39600	39550	39150	0	35550
MEAN	48500	50250	51050	51050	50400	49450	48300	0	45050
TOTAL NUMBER	26	32	31	15	15	13	17	4	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 228

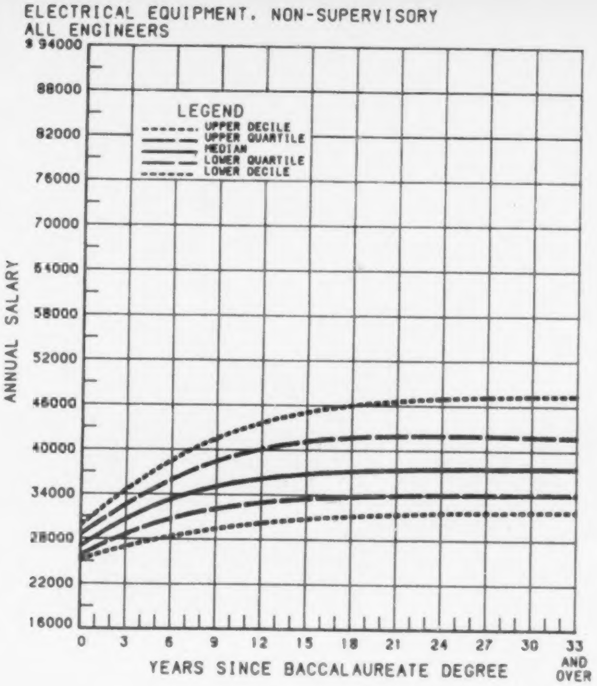
ELECTRICAL EQUIPMENT
ALL ENGINEERS

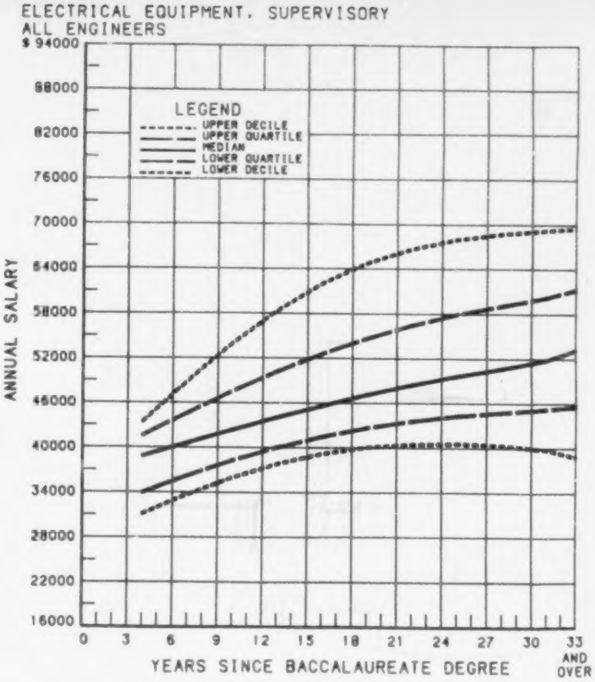


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32000	33900	35800	37700	39600	41450	43300	45050
UPPER QUARTILE	28700	30150	31600	33050	34500	35900	37250	38550	39850
MEDIAN	27050	28350	29600	30850	32000	33150	34250	35250	36200
LOWER QUARTILE	25750	26800	27800	28750	29650	30550	31350	32150	32850
LOWER DECILE	25000	25800	26550	27200	27850	28450	29000	29550	30000
MEAN	27400	28700	30000	31250	32500	33700	34850	35950	36950
TOTAL NUMBER	86	70	47	82	83	97	75	81	68
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48400	52750	56200	58800	60700	61950	62800	63400	63800
UPPER QUARTILE	42200	45300	47850	49800	51250	52300	53000	53600	53900
MEDIAN	37950	40000	41550	42600	43350	43800	44100	44350	44450
LOWER QUARTILE	34100	35600	36600	37200	37500	37650	37700	37650	37550
LOWER DECILE	30800	31800	32450	32950	33300	33500	33650	33750	33800
MEAN	38900	41300	43150	44550	45550	46250	46700	47050	47250
TOTAL NUMBER	191	182	155	118	84	106	100	75	132
OVER $93000	0	0	0	0	0	0	0	1	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1839





ELECTRICAL EQUIPMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43450	45300	47100	48900	50700
UPPER QUARTILE	0	0	0	0	41600	42650	43650	44650	45650
MEDIAN	0	0	0	0	38850	39450	40050	40650	41250
LOWER QUARTILE	0	0	0	0	33950	34750	35500	36250	36950
LOWER DECILE	0	0	0	0	31150	32000	32900	33700	34500
MEAN	0	0	0	0	37850	38900	39950	41000	42000
TOTAL NUMBER	0	4	2	1	8	20	18	21	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	58450	62050	64800	66700	68000	68750	69250	69500
UPPER QUARTILE	47600	50250	52650	54750	56500	57950	59100	60250	61300
MEDIAN	42400	44100	45650	47150	48450	49650	50700	51850	53200
LOWER QUARTILE	38300	40050	41500	42700	43600	44300	44800	45250	45600
LOWER DECILE	36000	37850	39200	40100	40500	40600	40350	39800	38800
MEAN	43850	46300	48350	50050	51350	52350	53050	53700	54150
TOTAL NUMBER	74	69	82	67	51	53	57	38	74
OVER $93000	0	0	0	0	0	0	0	1	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 669

ELECTRICAL EQUIPMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31450	33100	34600	36000	37350	38550	39700	40700
UPPER QUARTILE	28600	29950	31300	32600	33800	34900	35950	36900	37750
MEDIAN	26950	28300	29550	30650	31650	32550	33350	34000	34600
LOWER QUARTILE	25750	26800	27800	28650	29450	30150	30750	31300	31750
LOWER DECILE	25200	25850	26450	27000	27500	27950	28400	28750	29100
MEAN	27300	28550	29700	30750	31750	32650	33450	34200	34850
TOTAL NUMBER	86	65	44	80	74	77	57	60	46
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42400	44250	45500	46300	46800	47100	47250	47350	47400
UPPER QUARTILE	39150	40600	41450	41850	42000	42000	41950	41850	41800
MEDIAN	35550	36450	37000	37300	37450	37550	37600	37650	37650
LOWER QUARTILE	32450	33200	33650	33900	34050	34100	34150	34200	34200
LOWER DECILE	29750	30450	30950	31300	31500	31700	31750	31850	31850
MEAN	35900	37050	37750	38250	38500	38700	38800	38850	38850
TOTAL NUMBER	117	113	73	50	32	52	42	36	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1170

ELECTRICAL EQUIPMENT, BS

```
YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE   29950  31800  33750  35650  37600  39500  41400  43250  45000
  UPPER QUARTILE   28700  30150  31550  33000  34350  35700  37000  39300  39500
          MEDIAN   27000  28350  29650  30900  32050  33150  34200  35200  36100
  LOWER QUARTILE   25700  26800  27850  28850  29750  30600  31350  32050  32650
    LOWER DECILE   25100  25850  26600  27250  27850  28450  28950  29400  29850

            MEAN   27400  28700  29950  31200  32400  33550  34650  35750  36700

    TOTAL NUMBER      85     66     46     79     75     85     64     65     58
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   48350  52650  56100  58700  60550  61850  62700  63350  63750
  UPPER QUARTILE   41700  44550  46850  48550  49850  50750  51350  51800  52050
          MEDIAN   37650  39500  40800  41750  42350  42750  42950  43100  43200
  LOWER QUARTILE   33750  34900  35700  36200  36500  36700  36800  36900  36950
    LOWER DECILE   30600  31450  32050  32500  32800  32950  33050  33150  33200

            MEAN   38500  40750  42500  43750  44650  45250  45650  45950  46150

    TOTAL NUMBER     144    131    107     71     53     78     76     61    104
    OVER  $93000       0      0      0      0      0      0      0      1      2
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   1458
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ELECTRICAL EQUIPMENT, SUPERVISORY, BS

```
YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0      0      0      0  42750  44500  46250  48000  49700
  UPPER QUARTILE       0      0      0      0  40500  41850  43150  44450  45700
          MEDIAN       0      0      0      0  39000  39550  40100  40650  41150
  LOWER QUARTILE       0      0      0      0  35200  35750  36300  36850  37350
    LOWER DECILE       0      0      0      0  32800  33350  33850  34350  34850

            MEAN       0      0      0      0  38200  39150  40100  41050  41950

    TOTAL NUMBER       0      3      2      1      8     18     16     18     21
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   52900  57250  60950  63900  66200  67900  69150  70150  70900
  UPPER QUARTILE   48000  51050  53550  55500  57000  58050  58850  59500  59950
          MEDIAN   42200  43700  45100  46400  47600  48650  49600  50650  51900
  LOWER QUARTILE   38350  39750  40950  41950  42750  43400  43850  44250  44450
    LOWER DECILE   35800  37150  38300  39200  39900  40300  40350  40000  38150

            MEAN   43650  45900  47800  49400  50650  51650  52400  53050  53600

    TOTAL NUMBER      53     47     50     39     29     40     43     31     58
    OVER  $93000       0      0      0      0      0      0      0      1      2
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    487
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ELECTRICAL EQUIPMENT, NON-SUPERVISORY, BS

```
YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE   29950  31450  32900  34300  35600  36800  37950  39000  39950
  UPPER QUARTILE   28550  29950  31250  32550  33700  34800  35750  36650  37400
          MEDIAN   27000  28300  29500  30600  31600  32450  33200  33850  34400
  LOWER QUARTILE   25750  26850  27800  28650  29400  30100  30650  31150  31550
    LOWER DECILE   25300  25900  26450  26950  27450  27850  28250  28650  28950

            MEAN   27300  28550  29700  30750  31650  32500  33250  33950  34500

    TOTAL NUMBER      85     63     43     77     67     66     48     46     36
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   41500  43150  44050  44500  44600  44550  44450  44300  44200
  UPPER QUARTILE   38650  39900  40550  40850  40900  40900  40850  40750  40700
          MEDIAN   35200  36000  36450  36700  36800  36850  36900  36900  36900
  LOWER QUARTILE   32200  32850  33200  33400  33550  33600  33650  33650  33650
    LOWER DECILE   29550  30200  30700  31000  31250  31400  31500  31550  31550

            MEAN   35450  36450  37050  37400  37600  37750  37800  37850  37850

    TOTAL NUMBER      91     83     57     31     24     37     33     29     46
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    970
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                     ELECTRICAL EQUIPMENT, MS

YEARS SINCE B.S.       0       1       2       3       4       5       6       7       8

    UPPER DECILE       0       0       0       0   37000   39150   41300   43450   45550
  UPPER QUARTILE       0       0       0       0   35750   37050   38350   39600   40850
          MEDIAN       0       0       0       0   32850   33800   34750   35650   36600
  LOWER QUARTILE       0       0       0       0   29550   30500   31450   32400   33300
    LOWER DECILE       0       0       0       0   27300   28300   29200   30000   30750

            MEAN       0       0       0       0   32750   34050   35300   36550   37750

    TOTAL NUMBER       0       3       0       1       6      12      10      13       8
     OVER  $93000      0       0       0       0       0       0       0       0       0
     UNDER $18000      0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.    9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

    UPPER DECILE   49550   54700   58550   61000   62200   62550   62350   61800   61000
  UPPER QUARTILE   43250   46550   49400   51650   53350   54500   55250   55700   55850
          MEDIAN   38400   40950   43250   45200   46750   47800   48450   48700   48100
  LOWER QUARTILE   35000   37250   39000   40150   40800   41050   40900   40400   39350
    LOWER DECILE   32000   33350   34250   34800   35150   35350   35450   35500   35550

            MEAN   39950   42900   45150   46750   47800   48300   48500   48500   48200

    TOTAL NUMBER      43      37      37      38      17      19      20      12      23
     OVER  $93000      0       0       0       0       0       0       0       0       0
     UNDER $18000      0       0       0       0       0       0       0       0       0

ENGINEERS COVERED  -     306
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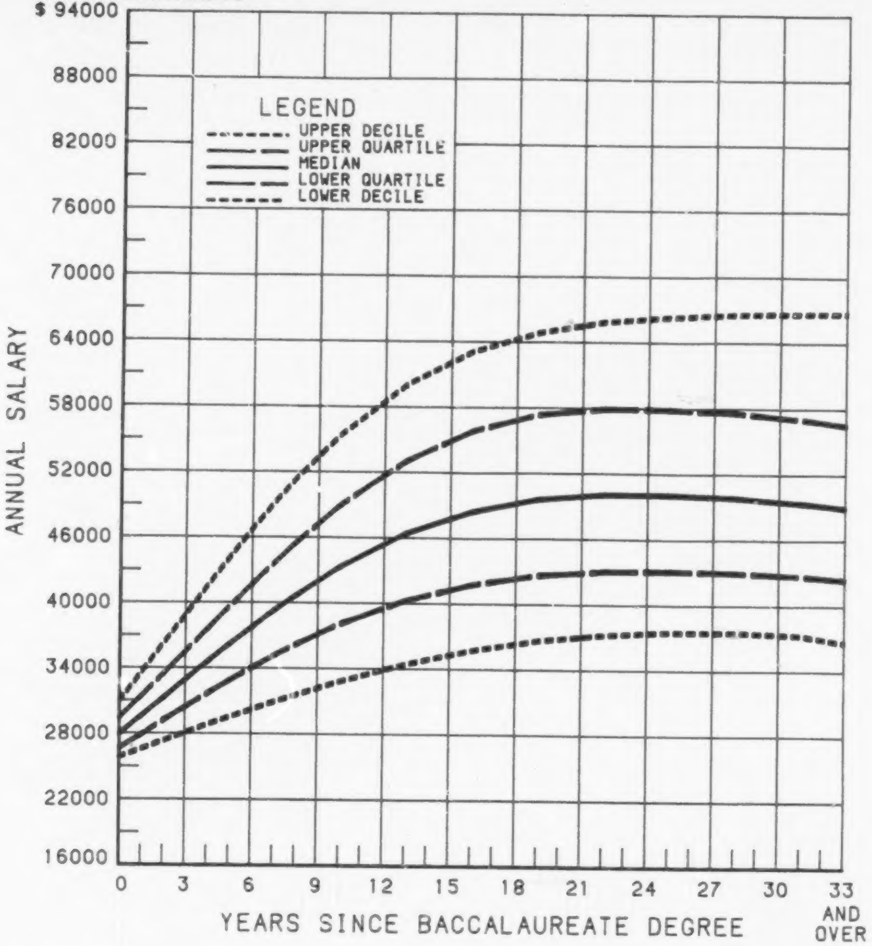
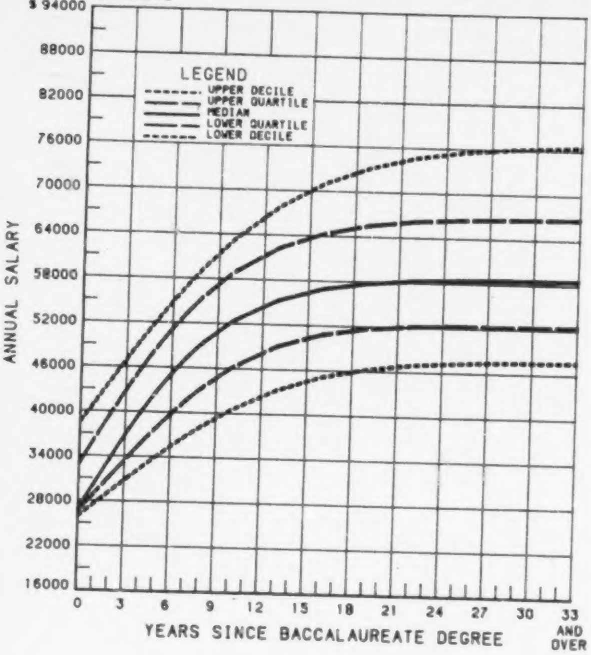
ELECTRONIC EQUIPMENT & COMPUTERS
ALL ENGINEERS

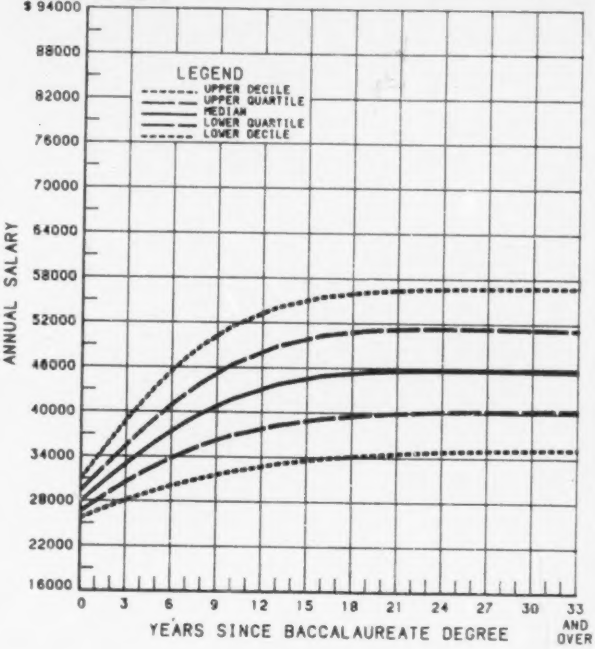


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30950	33600	36250	38900	41600	44200	46750	49150	51450
UPPER QUARTILE	29400	31400	33450	35500	37600	39650	41700	43650	45550
MEDIAN	27950	29600	31250	32950	34600	36200	37750	39300	40700
LOWER QUARTILE	26650	27900	29200	30450	31700	32900	34050	35150	36200
LOWER DECILE	25850	26600	27350	28100	28850	29550	30250	30950	31600
MEAN	28400	30050	31750	33400	35050	36700	38300	39800	41250
TOTAL NUMBER	792	698	690	692	535	537	417	359	323
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55450	60100	63150	64900	65900	66350	66600	66700	66750
UPPER QUARTILE	49000	53100	55900	57400	57950	57900	57600	57050	56500
MEDIAN	43350	46450	48500	49650	50100	50100	49850	49400	48950
LOWER QUARTILE	38100	40300	41800	42700	43100	43150	43000	42750	42400
LOWER DECILE	32850	34450	35750	36700	37250	37550	37550	37300	36650
MEAN	43900	47050	49200	50500	51100	51250	51200	51000	50700
TOTAL NUMBER	816	774	708	741	600	740	573	609	837
OVER $93000	0	2	0	3	5	7	3	6	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11450


ELECTRONIC EQUIPMENT & COMPUTERS, SUPERVISORY
ALL ENGINEERS


ELECTRONIC EQUIPMENT & COMPUTERS, NON-SUPERVISORY
ALL ENGINEERS

ELECTRONIC EQUIPMENT & COMPUTERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38500	41350	44200	47000	49750	52350	54850	57200	59400
UPPER QUARTILE	32900	36300	39600	42800	45850	48650	51200	53500	55550
MEDIAN	26850	30200	33550	36800	39850	42650	45150	47400	49300
LOWER QUARTILE	26550	28850	31150	33400	35650	37750	39750	41650	43300
LOWER DECILE	25900	27500	29150	30750	32350	33900	35400	36800	38100
MEAN	30500	33300	36050	38700	41250	43650	45850	47800	49600
TOTAL NUMBER	8	6	13	12	10	16	33	24	44
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	63300	67850	71100	73250	74700	75550	76050	76350	76500
UPPER QUARTILE	58900	62300	64350	65550	66200	66500	66650	66750	66750
MEDIAN	52350	55300	56950	57800	58250	58450	58550	58550	58600
LOWER QUARTILE	46150	49150	50850	51750	52150	52300	52300	52350	52350
LOWER DECILE	40500	43250	45150	46300	47000	47350	47550	47600	47650
MEAN	52600	55850	57850	59050	59750	60150	60300	60400	60400
TOTAL NUMBER	160	210	237	286	242	302	196	196	264
OVER $93000	0	2	0	3	5	7	3	6	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2267

ELECTRONIC EQUIPMENT & COMPUTERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30900	33600	36250	38800	41200	43450	45500	47350	48950
UPPER QUARTILE	29350	31400	33450	35450	37400	39200	40950	42500	43950
MEDIAN	27900	29650	31350	33000	34550	36050	37400	38700	39850
LOWER QUARTILE	26550	27950	29300	30550	31750	32800	33800	34700	35550
LOWER DECILE	25700	26550	27350	28150	28850	29500	30100	30650	31150
MEAN	28250	30050	31750	33400	34950	36400	37700	38900	40000
TOTAL NUMBER	784	692	677	680	524	521	384	334	279
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51550	54100	55500	56200	56550	56700	56750	56800	56800
UPPER QUARTILE	46400	48900	50350	51050	51300	51350	51300	51200	51150
MEDIAN	41750	43800	44950	45500	45700	45750	45700	45650	45600
LOWER QUARTILE	36900	38300	39200	39750	40050	40250	40300	40400	40400
LOWER DECILE	32050	33100	33850	34350	34700	34950	35050	35150	35200
MEAN	41750	43600	44700	45350	45700	45850	45950	46000	46050
TOTAL NUMBER	655	564	470	454	358	438	376	412	572
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9183

ELECTRONIC EQUIPMENT & COMPUTERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	32550	35050	37500	39950	42250	44550	46650	48700
UPPER QUARTILE	29250	31100	32950	34800	36650	38500	40300	42100	43750
MEDIAN	27950	29450	30950	32450	33950	35400	36800	38150	39450
LOWER QUARTILE	26650	27800	29000	30100	31250	32300	33300	34300	35200
LOWER DECILE	25950	26550	27150	27750	28300	28900	29450	30050	30600
MEAN	28050	29600	31100	32650	34150	35600	37050	38400	39700
TOTAL NUMBER	749	648	618	588	452	432	332	250	227
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52300	56700	59850	61950	63300	64050	64450	64700	64750
UPPER QUARTILE	46850	50650	53300	54950	55800	56100	56050	55850	55550
MEDIAN	41800	44600	46550	47700	48250	48450	48350	48150	47800
LOWER QUARTILE	36800	38750	40150	41050	41550	41800	41900	41900	41850
LOWER DECILE	31650	33150	34400	35450	36200	36650	36850	36650	35500
MEAN	42050	44900	46950	48300	49100	49500	49700	49700	49700
TOTAL NUMBER	516	556	416	473	404	549	410	454	624
OVER $93000	0	0	0	1	2	5	3	4	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8708

ELECTRONIC EQUIPMENT & COMPUTERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37800	0	42200	44350	46500	48600	50600	52550	54450
UPPER QUARTILE	34450	0	39100	41350	43600	45700	47700	49600	51350
MEDIAN	27400	0	32800	35450	37950	40350	42600	44650	46450
LOWER QUARTILE	25750	0	30000	32050	34050	35950	37750	39400	40950
LOWER DECILE	26150	0	29150	30600	32000	33300	34550	35750	36850
MEAN	30500	0	34750	36850	38900	40850	42700	44450	46100
TOTAL NUMBER	8	3	10	9	10	8	19	20	25
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57950	62450	66000	68700	70650	72000	72850	73500	73850
UPPER QUARTILE	54550	58300	61050	62950	64150	64900	65300	65550	65600
MEDIAN	49550	52900	55000	56250	57000	57400	57600	57700	57700
LOWER QUARTILE	43550	46550	48550	49850	50650	51100	51350	51500	51550
LOWER DECILE	38850	41200	42950	44200	45050	45550	45900	46100	46200
MEAN	49050	52500	55000	56700	57800	58500	58900	59150	59250
TOTAL NUMBER	75	142	129	176	157	215	135	142	182
OVER $93000	0	0	0	1	2	5	3	4	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1474

ELECTRONIC EQUIPMENT & COMPUTERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32600	35150	37600	39850	41900	43800	45450	46950
UPPER QUARTILE	29150	31100	33050	34900	36700	38350	39950	41350	42650
MEDIAN	27750	29450	31100	32650	34100	35400	36650	37700	38700
LOWER QUARTILE	26600	27850	29050	30200	31250	32200	33100	33900	34600
LOWER DECILE	25800	26500	27150	27750	28350	28900	29400	29900	30350
MEAN	27900	29600	31200	32750	34150	35450	36650	37750	38700
TOTAL NUMBER	741	645	608	579	442	423	312	230	201
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49400	51950	53500	54350	54850	55100	55200	55250	55300
UPPER QUARTILE	44800	47150	48600	49450	49900	50150	50250	50350	50350
MEDIAN	40350	42150	43300	44000	44450	44700	44850	44950	44950
LOWER QUARTILE	35850	37250	38150	38750	39150	39400	39500	39600	39600
LOWER DECILE	31150	32100	32850	33400	33800	34100	34300	34400	34500
MEAN	40350	42150	43300	44050	44500	44750	44850	44950	44950
TOTAL NUMBER	440	414	287	296	247	334	274	312	441
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 7234

ELECTRONIC EQUIPMENT & COMPUTERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40550	42600	44650	46700	48700	50700	52600	54450	56250
UPPER QUARTILE	36400	37900	39450	41000	42550	44100	45650	47150	48600
MEDIAN	32950	34200	35500	36800	38100	39350	40650	41850	43050
LOWER QUARTILE	29550	30850	32100	33400	34600	35800	36950	38100	39150
LOWER DECILE	27550	28650	29750	30800	31800	32750	33650	34500	35300
MEAN	33450	34900	36300	37700	39100	40500	41850	43150	44400
TOTAL NUMBER	39	49	68	98	79	96	78	93	79
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59450	63450	66350	68200	69300	69850	70000	69950	69750
UPPER QUARTILE	51400	55050	57950	59950	61050	61400	61150	60300	58500
MEDIAN	45350	48300	50650	52300	53250	53650	53550	52950	51700
LOWER QUARTILE	41050	43350	45000	46000	46550	46700	46650	46450	46100
LOWER DECILE	36700	38300	39350	39950	40250	40300	40250	40100	39900
MEAN	46750	49700	51950	53500	54400	54750	54800	54550	54000
TOTAL NUMBER	266	189	251	236	176	178	144	150	195
OVER $93000	0	2	0	1	3	1	0	2	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2473

ELECTRONIC EQUIPMENT & COMPUTERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	60200	61550	0	64100
UPPER QUARTILE	0	0	0	0	0	51550	54350	0	59050
MEDIAN	0	0	0	0	0	51800	52650	0	54200
LOWER QUARTILE	0	0	0	0	0	40650	42300	0	45450
LOWER DECILE	0	0	0	0	0	37450	39050	0	41950
MEAN	0	0	0	0	0	46350	48800	0	53000
TOTAL NUMBER	0	2	2	0	0	7	13	1	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66550	70000	73100	75800	78150	80100	81650	83250	84700
UPPER QUARTILE	62450	65700	67400	68300	68700	68900	69000	69050	69050
MEDIAN	55650	57650	59250	60450	61250	61550	61400	60550	57750
LOWER QUARTILE	48250	51450	53550	54600	54900	54700	54250	53550	52800
LOWER DECILE	44500	47400	49250	50200	50500	50400	50150	49750	49300
MEAN	56200	59400	61150	62100	62600	62850	62950	63000	63050
TOTAL NUMBER	75	56	94	88	75	81	54	53	73
OVER $93000	0	2	0	1	3	1	0	2	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 694

ELECTRONIC EQUIPMENT & COMPUTERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41600	43000	44400	45700	46950	48200	49300	50400	51400
UPPER QUARTILE	36700	38100	39450	40750	42050	43300	44450	45600	46650
MEDIAN	33450	34600	35750	36800	37900	38900	39900	40850	41750
LOWER QUARTILE	29900	31100	32250	33400	34450	35450	36400	37300	38100
LOWER DECILE	28000	29000	29950	30800	31650	32400	33050	33700	34250
MEAN	33900	35150	36300	37450	38550	39600	40600	41550	42400
TOTAL NUMBER	39	46	65	98	79	88	65	92	66
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53150	55350	57000	58200	59100	59700	60100	60400	60550
UPPER QUARTILE	48500	50750	52350	53300	53800	54000	53950	53750	53450
MEDIAN	43400	45400	46950	48000	48600	48950	49100	49050	48900
LOWER QUARTILE	39500	41050	42050	42600	42800	42850	42750	42650	42450
LOWER DECILE	35200	36250	36900	37300	37550	37700	37750	37800	37800
MEAN	43950	45750	47050	47900	48400	48700	48800	48850	48850
TOTAL NUMBER	191	132	157	148	100	96	89	96	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

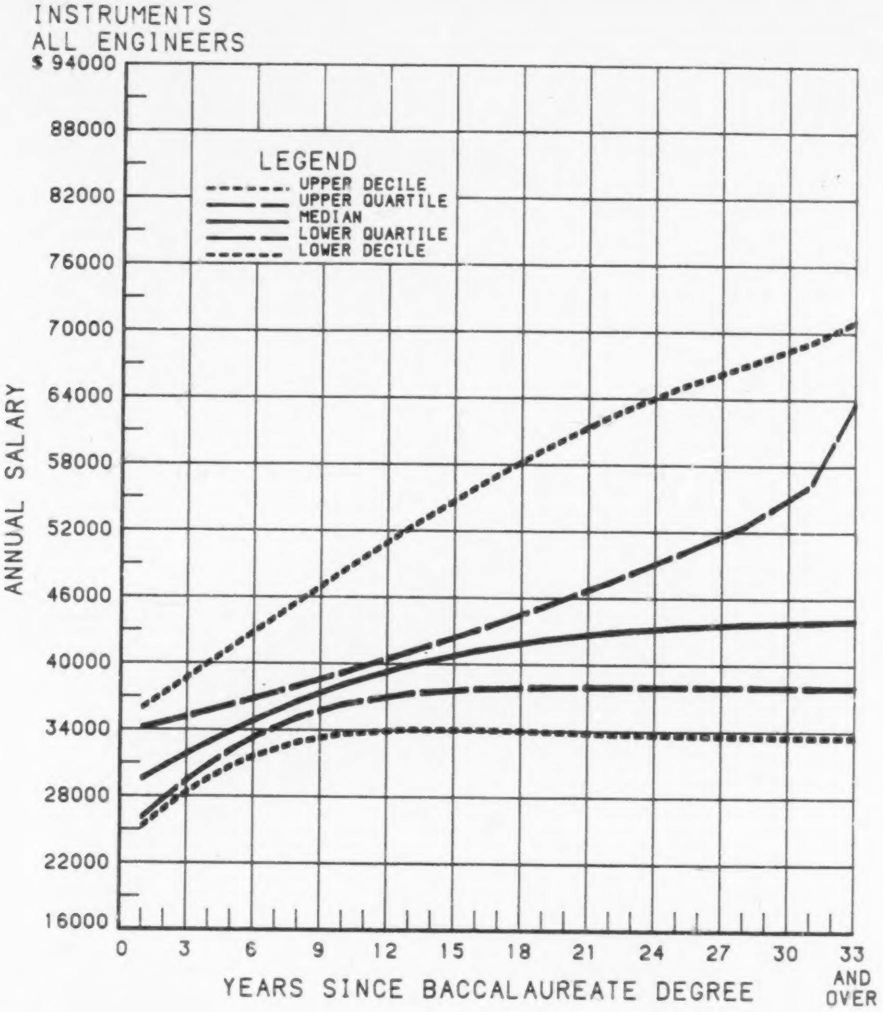
ENGINEERS COVERED - 1778

ELECTRONIC EQUIPMENT & COMPUTERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	56300	0	58650	59800	61000	62150
UPPER QUARTILE	0	0	0	55900	0	56800	57300	57800	58300
MEDIAN	0	0	0	47100	0	49200	50200	51200	52200
LOWER QUARTILE	0	0	0	38550	0	42100	43800	45400	46850
LOWER DECILE	0	0	0	36600	0	39600	40900	42100	43100
MEAN	0	0	0	47700	0	49700	50650	51600	52500
TOTAL NUMBER	2	0	2	5	3	9	6	15	16
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64450	67750	70900	73850	76550	78900	80950	0	85650
UPPER QUARTILE	59400	61150	63100	65300	67800	70550	73700	0	89600
MEDIAN	54050	56550	58600	59950	60650	60550	59700	0	51450
LOWER QUARTILE	49400	51950	52850	52350	50850	48800	46600	0	40600
LOWER DECILE	44600	45600	45250	44000	42350	40550	38900	0	35300
MEAN	54150	56400	58150	59500	60400	60950	61150	0	60550
TOTAL NUMBER	33	29	41	30	19	12	19	3	17
OVER $93000	0	0	0	0	0	0	0	0	5
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 269

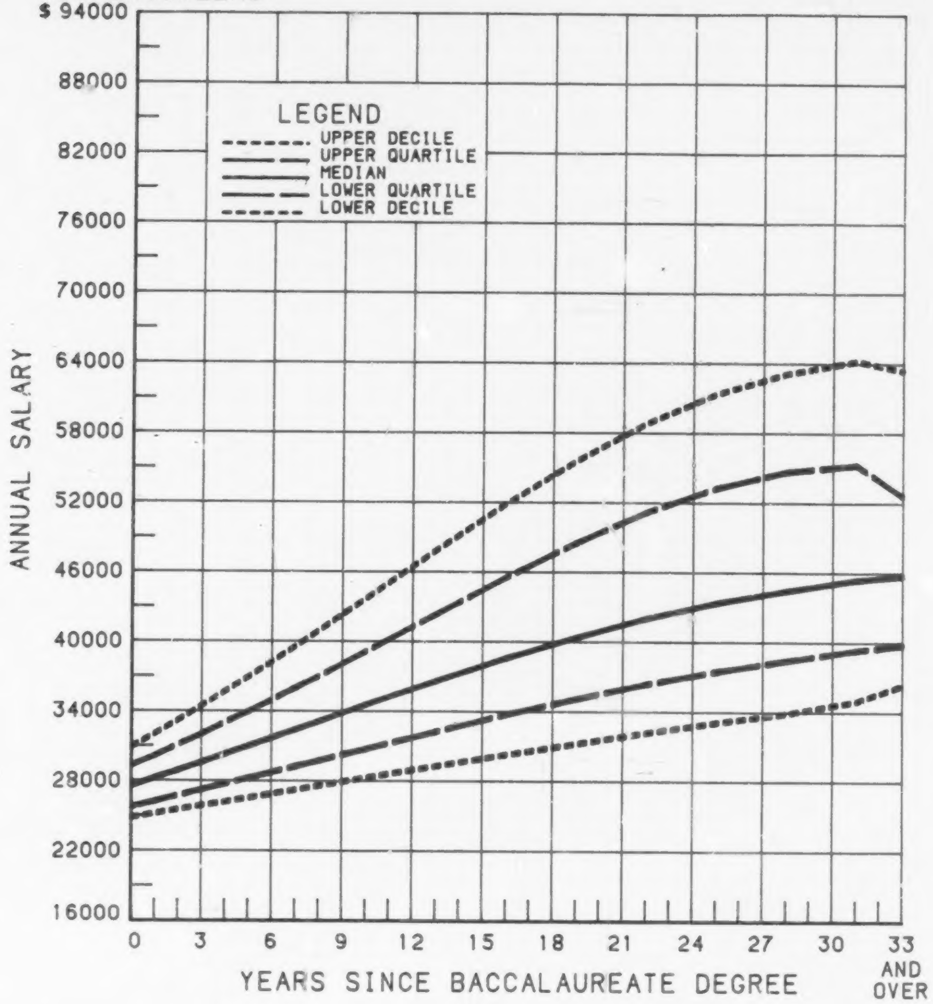


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36000	37350	38700	40100	41450	42850	0	45600
UPPER QUARTILE	0	34200	34700	35200	35750	36300	36850	0	38000
MEDIAN	0	29600	30750	31850	32900	33900	34850	0	36600
LOWER QUARTILE	0	26100	27850	29450	30900	32200	33350	0	35150
LOWER DECILE	0	25300	26900	28400	29650	30750	31650	0	32950
MEAN	0	29750	31050	32350	33600	34800	35900	0	38000
TOTAL NUMBER	4	5	12	10	21	10	12	3	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48350	52300	56000	59400	62400	64950	67000	69100	71000
UPPER QUARTILE	39200	41100	43100	45250	47500	49950	52550	56250	63550
MEDIAN	38100	39900	41250	42250	42950	43400	43700	43900	44050
LOWER QUARTILE	36350	37350	37800	37950	38000	38000	38000	37950	37950
LOWER DECILE	33700	34100	34100	33950	33750	33650	33550	33500	33500
MEAN	39800	42050	43750	45000	45850	46450	46800	47100	47250
TOTAL NUMBER	14	15	15	8	15	20	17	7	17
OVER $93000	0	0	0	0	2	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 218

MACHINERY NON-ELECTRICAL
ALL ENGINEERS

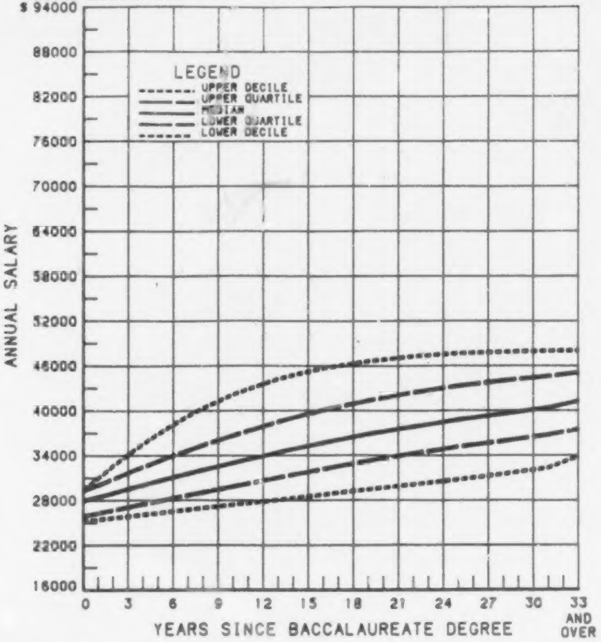


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30900	32050	33200	34450	35700	36950	38250	39600	40950
UPPER QUARTILE	29300	30150	31100	32000	33000	33950	34950	36000	37000
MEDIAN	27550	28250	28900	29600	30300	31000	31700	32400	33100
LOWER QUARTILE	25750	26250	26750	27250	27750	28250	28750	29250	29750
LOWER DECILE	24850	25200	25550	25900	26200	26550	26900	27250	27600
MEAN	27600	28350	29100	29850	30650	31450	32200	33000	33800
TOTAL NUMBER	18	15	17	21	38	21	22	10	19
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43700	47850	51900	55600	58850	61400	63150	64250	63400
UPPER QUARTILE	39150	42350	45550	48550	51200	53300	54700	55300	52600
MEDIAN	34550	36600	38600	40400	42050	43400	44450	45400	45750
LOWER QUARTILE	30750	32250	33750	35100	36400	37500	38450	39350	39800
LOWER DECILE	28300	29300	30300	31250	32200	33100	33900	34950	36350
MEAN	35450	37800	40100	42200	44050	45600	46800	47750	47950
TOTAL NUMBER	42	50	29	29	30	25	21	15	41
OVER $93000	0	0	0	0	0	2	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 471

MACHINERY NON-ELECTRICAL. NON-SUPERVISORY
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29450	31050	32650	34150	35600	36950	38200	39350	40400
UPPER QUARTILE	29300	30100	30900	31700	32500	33250	34000	34700	35400
MEDIAN	27950	28500	29000	29550	30050	30600	31100	31600	32100
LOWER QUARTILE	25900	26300	26700	27100	27500	27900	28300	28700	29100
LOWER DECILE	25200	25450	25650	25850	26100	26300	26550	26750	27000
MEAN	27550	28250	28950	29650	30300	31000	31600	32250	32850
TOTAL NUMBER	18	15	17	21	37	17	21	9	16
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42200	44300	45750	46700	47300	47700	47900	48050	48100
UPPER QUARTILE	36700	38550	40100	41400	42500	43350	44050	44650	45150
MEDIAN	33050	34450	35700	36900	37900	38800	39600	40400	41300
LOWER QUARTILE	29900	31100	32200	33300	34300	35200	35950	36800	37550
LOWER DECILE	27450	28100	28800	29500	30150	30850	31550	32400	33900
MEAN	33950	35450	36750	37800	38650	39350	39850	40300	40700
TOTAL NUMBER	29	34	19	15	18	8	9	6	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 335

MACHINERY NON-ELECTRICAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	31600	32700	33850	35050	36250	37550	38800	40150
UPPER QUARTILE	28900	29700	30600	31450	32350	33250	34200	35150	36100
MEDIAN	27550	28100	28700	29300	29900	30500	31100	31700	32300
LOWER QUARTILE	25550	26000	26500	26950	27450	27900	28400	28900	29400
LOWER DECILE	24750	25050	25350	25650	25950	26300	26600	26900	27200
MEAN	27350	28050	28750	29450	30150	30900	31650	32400	33150
TOTAL NUMBER	18	14	15	20	30	17	19	6	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42900	47150	51400	55450	59000	61750	63350	63450	58250
UPPER QUARTILE	38050	41050	43950	46750	49200	51200	52600	53300	51300
MEDIAN	33450	35250	36950	38550	40050	41400	42550	43850	45350
LOWER QUARTILE	30350	31800	33250	34600	35900	37050	38050	39100	39950
LOWER DECILE	27850	28800	29800	30750	31750	32700	33650	34900	36900
MEAN	34700	37050	39300	41500	43450	45150	46450	47450	46950
TOTAL NUMBER	32	41	25	22	22	20	21	12	35
OVER $93000	0	0	0	0	0	2	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 395

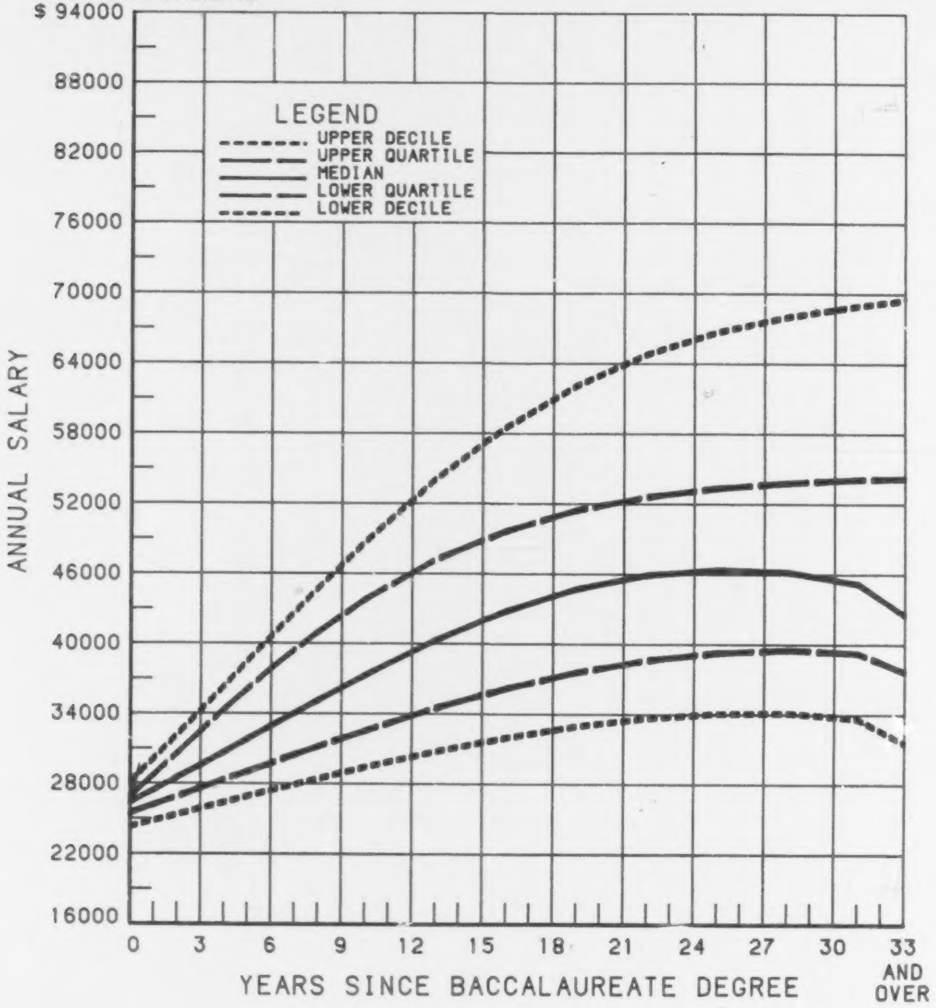
MACHINERY NON-ELECTRICAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29400	30800	32150	33450	34700	35850	36950	38000	38900
UPPER QUARTILE	29050	29750	30400	31050	31750	32400	33050	33700	34300
MEDIAN	27750	28250	28700	29200	29650	30150	30600	31050	31550
LOWER QUARTILE	25750	26100	26500	26900	27300	27700	28100	28450	28850
LOWER DECILE	25000	25150	25350	25550	25750	26000	26200	26400	26600
MEAN	27400	28000	28600	29200	29750	30300	30900	31400	31950
TOTAL NUMBER	18	14	15	20	28	13	19	5	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40600	42600	44000	45050	45700	46150	46450	0	46700
UPPER QUARTILE	35550	37300	38900	40350	41600	42700	43600	0	45550
MEDIAN	32450	33800	35100	36350	37500	38550	39500	0	42000
LOWER QUARTILE	29600	30650	31650	32600	33500	34300	35000	0	36800
LOWER DECILE	27000	27650	28350	29000	29700	30400	31150	0	33950
MEAN	33000	34400	35700	36900	37850	38700	39400	0	40800
TOTAL NUMBER	24	27	17	10	14	8	9	4	16
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 283

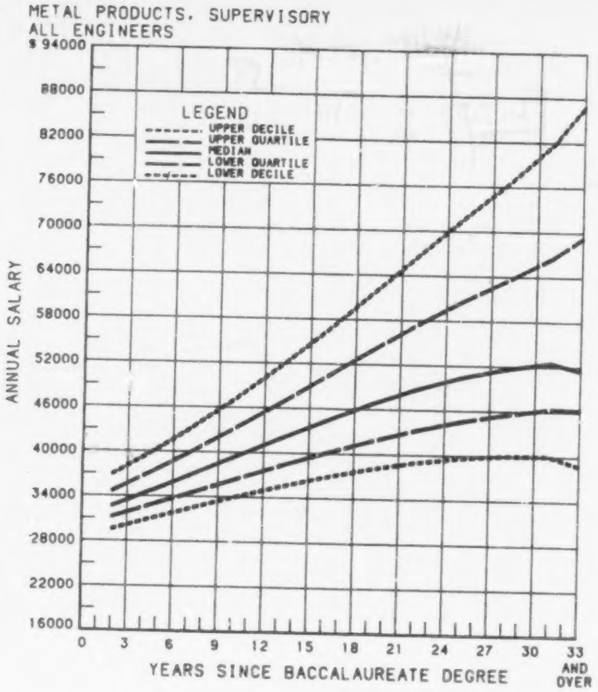
METAL PRODUCTS
ALL ENGINEERS

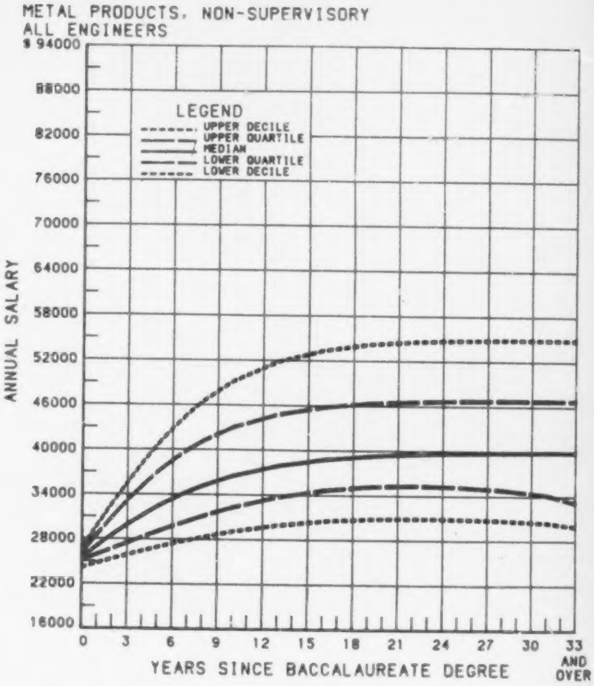


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	30150	32200	34250	36350	38500	40600	42700	44750
UPPER QUARTILE	26850	28750	30600	32500	34350	36100	37850	39450	41000
MEDIAN	26400	27450	28550	29600	30700	31850	32950	34050	35150
LOWER QUARTILE	25500	26200	26900	27650	28350	29050	29750	30500	31200
LOWER DECILE	24300	24850	25350	25900	26400	26950	27450	27950	28450
MEAN	26200	27550	28900	30250	31600	32850	34100	35350	36500
TOTAL NUMBER	111	82	64	54	65	84	63	71	60
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48700	54100	58600	62150	64850	66750	68050	69000	69500
UPPER QUARTILE	43800	47200	49700	51500	52650	53400	53850	54150	54250
MEDIAN	37300	40300	42850	44750	45950	46400	46200	45200	42550
LOWER QUARTILE	32550	34500	36200	37600	38650	39300	39550	39250	37650
LOWER DECILE	29450	30800	32000	33000	33700	34100	34150	33650	31550
MEAN	38650	41400	43650	45350	46650	47500	48100	48550	48800
TOTAL NUMBER	179	204	139	199	138	169	68	97	159
OVER $93000	0	0	0	0	0	0	0	4	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2015





METAL PRODUCTS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36900	0	39200	40400	0	42950	0
UPPER QUARTILE	0	0	34650	0	36650	37650	0	39800	0
MEDIAN	0	0	32650	0	34250	35050	0	36750	0
LOWER QUARTILE	0	0	31200	0	32450	33100	0	34350	0
LOWER DECILE	0	0	29550	0	30700	31250	0	32350	0
MEAN	0	0	33000	0	34700	35550	0	37350	0
TOTAL NUMBER	4	0	6	4	9	7	4	6	2
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47050	51550	56300	61350	66500	71600	76400	81850	86850
UPPER QUARTILE	43150	46600	50200	53800	57300	60550	63450	66550	69250
MEDIAN	39300	41850	44300	46650	48700	50400	51650	52500	51500
LOWER QUARTILE	36300	38200	40000	41700	43250	44550	45550	46350	46200
LOWER DECILE	33950	35450	36800	38000	38950	39650	40050	40050	38750
MEAN	40150	43000	45850	48650	51250	53600	55500	57200	57500
TOTAL NUMBER	48	67	45	83	68	86	27	59	77
OVER $93000	0	0	0	0	0	0	0	4	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 610

METAL PRODUCTS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26800	29800	32750	35550	38200	40650	42800	44750	46450
UPPER QUARTILE	26000	28550	30900	33150	35150	37000	38550	39950	41150
MEDIAN	25450	27050	28550	29950	31200	32400	33400	34350	35150
LOWER QUARTILE	25100	25900	26700	27500	28300	29050	29750	30450	31100
LOWER DECILE	24150	24750	25350	25900	26450	26950	27450	27900	28300
MEAN	25300	27200	29000	30650	32150	33500	34750	35800	36750
TOTAL NUMBER	107	82	58	50	56	77	58	64	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49150	51850	53350	54200	54600	54800	54900	54900	54900
UPPER QUARTILE	43000	44800	45800	46350	46600	46750	46800	46800	46800
MEDIAN	36500	37900	38800	39300	39600	39750	39850	39900	39900
LOWER QUARTILE	32300	33700	34650	35200	35350	35200	34850	34200	33150
LOWER DECILE	29100	29950	30550	30850	30950	30900	30750	30450	29950
MEAN	38250	39750	40650	41200	41450	41600	41700	41700	41700
TOTAL NUMBER	131	136	94	115	70	82	41	38	82
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1405

METAL PRODUCTS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27800	29950	32050	34250	36400	38500	40600	42650	44600
UPPER QUARTILE	26750	28600	30450	32250	34000	35650	37250	38750	40150
MEDIAN	25700	27100	28500	29850	31150	32350	33500	34600	35600
LOWER QUARTILE	24950	25900	26850	27750	28600	29400	30200	30900	31550
LOWER DECILE	24400	24900	25400	25950	26450	26950	27450	27950	28400
MEAN	26100	27450	28750	30050	31350	32550	33750	34850	35950
TOTAL NUMBER	111	82	59	54	61	83	54	55	55
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48250	52900	56550	59200	61100	62350	63100	63600	63850
UPPER QUARTILE	42650	45600	47800	49250	50250	50850	51200	51400	51500
MEDIAN	37350	39450	40950	42000	42700	43150	43400	43550	43600
LOWER QUARTILE	32750	34200	35300	36050	36600	37000	37200	37350	37450
LOWER DECILE	29300	30550	31550	32350	32850	33050	32950	32400	30600
MEAN	37900	40400	42300	43750	44800	45550	46000	46350	46500
TOTAL NUMBER	157	168	112	146	106	149	51	81	122
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1714

METAL PRODUCTS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	39950	41200	0	43750	0
UPPER QUARTILE	0	0	0	0	36400	37400	0	39400	0
MEDIAN	0	0	0	0	34550	35350	0	36950	0
LOWER QUARTILE	0	0	0	0	32750	33400	0	34600	0
LOWER DECILE	0	0	0	0	31900	32350	0	33200	0
MEAN	0	0	0	0	35050	35850	0	37550	0
TOTAL NUMBER	4	0	1	4	5	7	4	6	2
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47750	51900	56050	60250	64350	68200	71850	76050	81150
UPPER QUARTILE	42600	45900	49250	52600	55850	58800	61300	63800	64800
MEDIAN	39300	41500	43550	45400	46900	48100	49000	49650	49700
LOWER QUARTILE	36450	38200	39900	41450	42850	44000	44850	45550	45250
LOWER DECILE	34450	35650	36750	37800	38750	39550	40200	40750	41000
MEAN	40100	42650	45200	47650	49850	51800	53350	54650	54600
TOTAL NUMBER	43	53	30	55	48	73	14	49	56
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 463

METAL PRODUCTS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26850	29750	32600	35350	37850	40100	42150	43900	45450
UPPER QUARTILE	25950	28600	31050	33250	35200	36850	38250	39450	40400
MEDIAN	25450	27050	28550	29900	31100	32200	33150	34000	34750
LOWER QUARTILE	25100	25900	26750	27500	28300	29000	29700	30350	30950
LOWER DECILE	24200	24800	25400	25950	26450	26950	27400	27850	28250
MEAN	25350	27150	28850	30400	31800	33050	34150	35100	35950
TOTAL NUMBER	107	82	58	50	56	75	49	48	52
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47900	50300	51650	52400	52750	52900	53000	53000	53000
UPPER QUARTILE	41850	43100	43750	44050	44200	44250	44300	44300	44300
MEDIAN	35900	37050	37750	38150	38400	38500	38550	38600	38600
LOWER QUARTILE	32000	33200	33950	34250	34250	34050	33700	33150	32400
LOWER DECILE	28900	29700	30150	30400	30500	30400	30300	30050	29750
MEAN	37250	38600	39400	39800	40050	40200	40250	40250	40250
TOTAL NUMBER	113	114	81	91	57	76	36	31	65
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1250

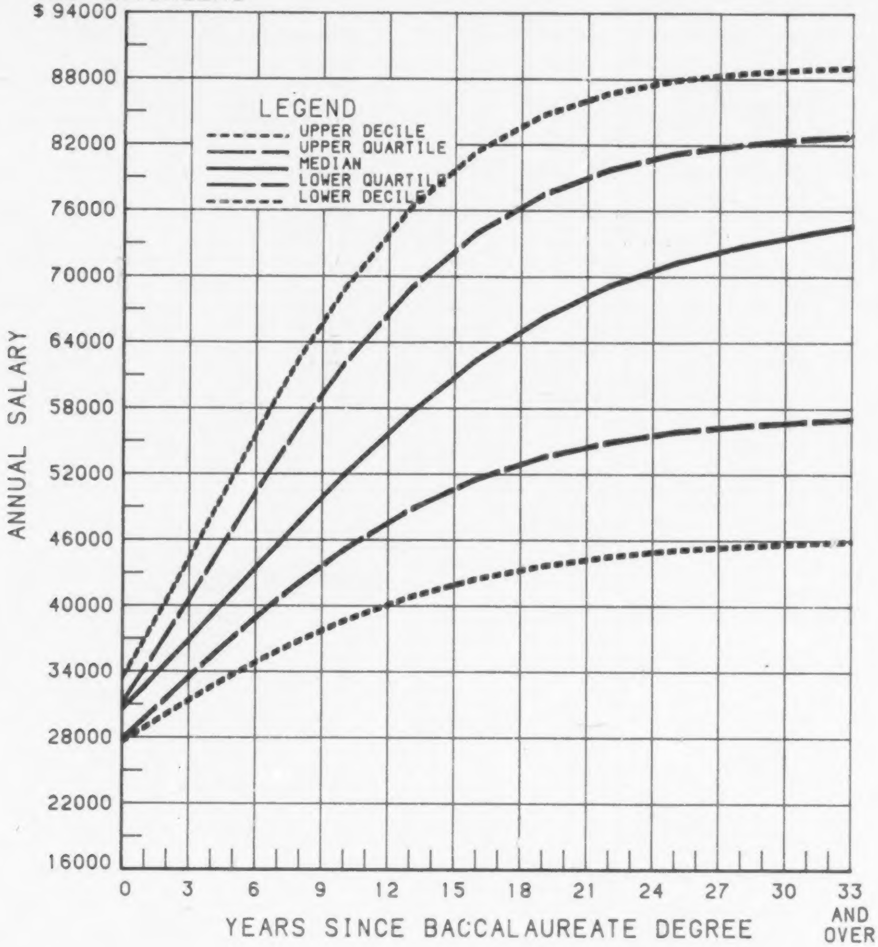
METAL PRODUCTS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	40500	0
UPPER QUARTILE	0	0	0	0	0	0	0	37900	0
MEDIAN	0	0	0	0	0	0	0	35550	0
LOWER QUARTILE	0	0	0	0	0	0	0	32900	0
LOWER DECILE	0	0	0	0	0	0	0	31150	0
MEAN	0	0	0	0	0	0	0	35900	0
TOTAL NUMBER	0	0	4	0	4	1	4	11	4
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45750	51350	57250	63200	69150	74750	79950	85800	92500
UPPER QUARTILE	42500	47550	52900	58250	63300	67550	70450	71650	66000
MEDIAN	39100	42800	46400	49700	52400	54250	55100	54400	48950
LOWER QUARTILE	35650	38350	40800	42950	44550	45450	45650	44650	40250
LOWER DECILE	33450	35650	37750	39550	41000	41950	42350	42000	39100
MEAN	39500	43250	47050	50750	54050	56700	58450	59100	55500
TOTAL NUMBER	21	31	24	39	18	11	16	11	37
OVER $93000	0	0	0	0	0	0	0	0	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 243

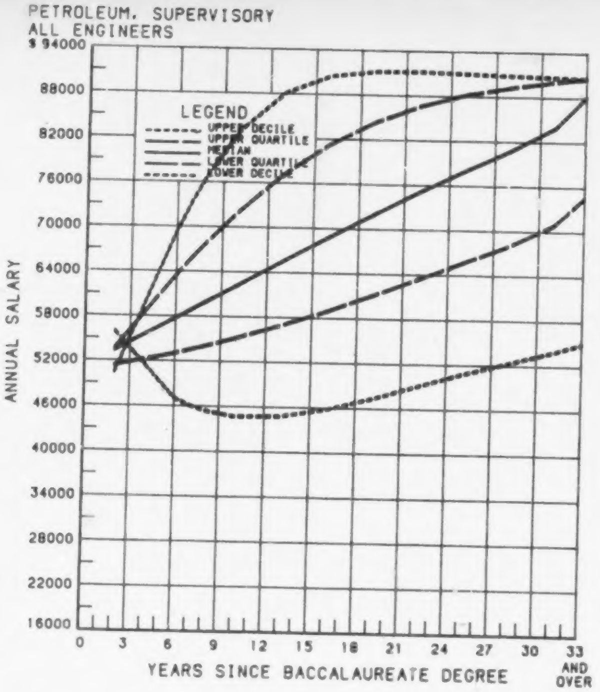
PETROLEUM
ALL ENGINEERS

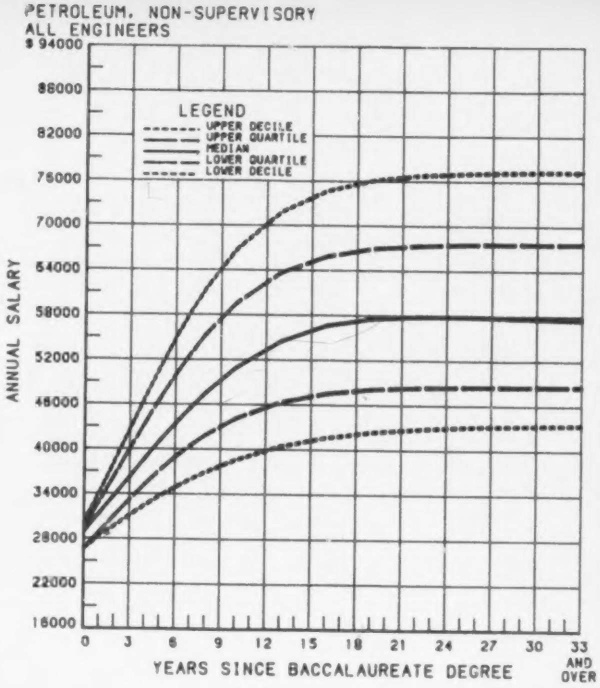


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33450	36950	40600	44350	48150	51900	55650	59250	62700
UPPER QUARTILE	31200	34200	37400	40600	43850	47150	50350	53500	56500
MEDIAN	30600	32600	34750	36850	39050	41250	43450	45600	47750
LOWER QUARTILE	27850	29750	31600	33500	35350	37150	38900	40600	42200
LOWER DECILE	27600	28900	30150	31400	32600	33750	34850	35900	36850
MEAN	30050	32450	34900	37400	39850	42350	44750	47150	49400
TOTAL NUMBER	5	20	65	124	116	101	109	76	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	68900	76300	81450	84750	86750	87900	88550	88950	89100
UPPER QUARTILE	62050	68950	74000	77500	79800	81250	82050	82600	82800
MEDIAN	51950	57600	62450	66300	69200	71300	72800	73950	74650
LOWER QUARTILE	45150	48800	51600	53600	54950	55900	56450	56850	57050
LOWER DECILE	38650	40850	42500	43700	44550	45150	45500	45800	45950
MEAN	53650	59050	63200	66200	68300	69650	70500	71050	71350
TOTAL NUMBER	238	243	184	61	52	49	42	54	196
OVER $93000	5	0	11	5	1	1	12	12	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1867





PETROLEUM, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	50450	0	0	0	69400	73450	77050
UPPER QUARTILE	0	0	53700	0	0	0	63500	65800	67950
MEDIAN	0	0	53400	0	0	0	57750	58850	59950
LOWER QUARTILE	0	0	51400	0	0	0	53050	53550	54050
LOWER DECILE	0	0	55900	0	0	0	47050	46100	45400
MEAN	0	0	52800	0	0	0	57850	59100	60300
TOTAL NUMBER	0	0	11	0	0	0	5	11	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	82850	88150	90500	91200	91250	91050	90850	90700	90600
UPPER QUARTILE	72000	77200	81300	84400	86650	88250	89300	90150	90600
MEDIAN	62150	65500	68800	72000	75100	78000	80750	83950	88750
LOWER QUARTILE	55150	56950	58950	61150	63400	65700	68000	70900	74600
LOWER DECILE	44700	44800	45800	47300	49050	50750	52300	53850	55000
MEAN	62700	66050	69150	71950	74350	76450	78150	79900	91550
TOTAL NUMBER	39	67	68	23	18	12	24	29	148
OVER $93000	5	0	11	5	0	0	11	12	68
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 482

PETROLEUM, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	34150	38350	42600	46850	50950	54850	58400	61550
UPPER QUARTILE	29500	32900	36450	40000	43450	46800	49950	52800	55400
MEDIAN	28900	31350	33800	36300	38750	41150	43400	45550	47550
LOWER QUARTILE	26600	28850	31100	33250	35300	37200	38950	40500	41900
LOWER DECILE	26700	28250	29700	31150	32500	33750	34900	36000	36950
MEAN	28450	31200	33950	36700	39400	42000	44400	46650	48650
TOTAL NUMBER	5	20	53	124	116	101	103	65	100
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66800	71900	74700	76100	76750	77050	77200	77300	77300
UPPER QUARTILE	59600	63750	65900	66950	67350	67550	67600	57600	67650
MEDIAN	50950	54550	56650	57600	57900	57900	57750	57600	57500
LOWER QUARTILE	44150	46350	47550	48150	48400	48500	48550	48550	48550
LOWER DECILE	38600	40450	41650	42400	42850	43150	43300	43400	43450
MEAN	52050	55550	57600	58700	59250	59500	59650	59700	59750
TOTAL NUMBER	199	176	116	37	38	37	18	24	47
OVER $93000	0	0	0	0	0	0	0	0	7
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1384

PETROLEUM, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33200	36800	40500	44350	48200	52100	55900	59600	63100
UPPER QUARTILE	30500	33750	37200	40700	44250	47750	51200	54500	57650
MEDIAN	30150	32300	34500	36750	39000	41300	43550	45800	48000
LOWER QUARTILE	27900	29700	31550	33350	35200	37000	38750	40450	42100
LOWER DECILE	27750	29000	30150	31350	32450	33550	34600	35600	36500
MEAN	29800	32250	34800	37350	39900	42400	44900	47300	49650
TOTAL NUMBER	5	20	63	120	112	97	103	67	112
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	69400	76750	81650	84750	86500	87550	88100	88400	88550
UPPER QUARTILE	63300	70000	74650	77600	79450	80500	81100	81450	81600
MEDIAN	52250	57900	62550	66150	68800	70650	71900	72850	73400
LOWER QUARTILE	45150	49050	52150	54450	56100	57200	57950	58500	58750
LOWER DECILE	38200	40300	41950	43150	44000	44650	45050	45350	45500
MEAN	53900	59250	63200	66050	67950	69150	69900	70400	70600
TOTAL NUMBER	212	210	157	57	41	40	28	50	159
OVER $93000	5	0	11	5	0	0	6	12	50
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1661

PETROLEUM, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	51750	0	0	0	67250	70500	73400
UPPER QUARTILE	0	0	53600	0	0	0	63350	65600	67800
MEDIAN	0	0	53200	0	0	0	57650	58750	59900
LOWER QUARTILE	0	0	51550	0	0	0	53150	53600	54050
LOWER DECILE	0	0	56600	0	0	0	47200	46150	45350
MEAN	0	0	53200	0	0	0	57700	58850	59900
TOTAL NUMBER	0	0	11	0	0	0	5	11	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	78300	83350	86450	88250	89200	89750	90050	90200	90250
UPPER QUARTILE	71800	77000	81100	84250	86500	88150	89200	90050	90550
MEDIAN	62100	65400	68550	71600	74400	77000	79350	82000	85150
LOWER QUARTILE	55050	56700	58550	60500	62600	64800	67050	69950	74250
LOWER DECILE	44450	44350	45250	46850	48850	51000	53100	55500	57700
MEAN	62050	65150	68000	70650	73000	75100	76900	78800	80800
TOTAL NUMBER	39	61	67	23	18	11	17	29	123
OVER $93000	5	0	11	5	0	0	6	11	49
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 443

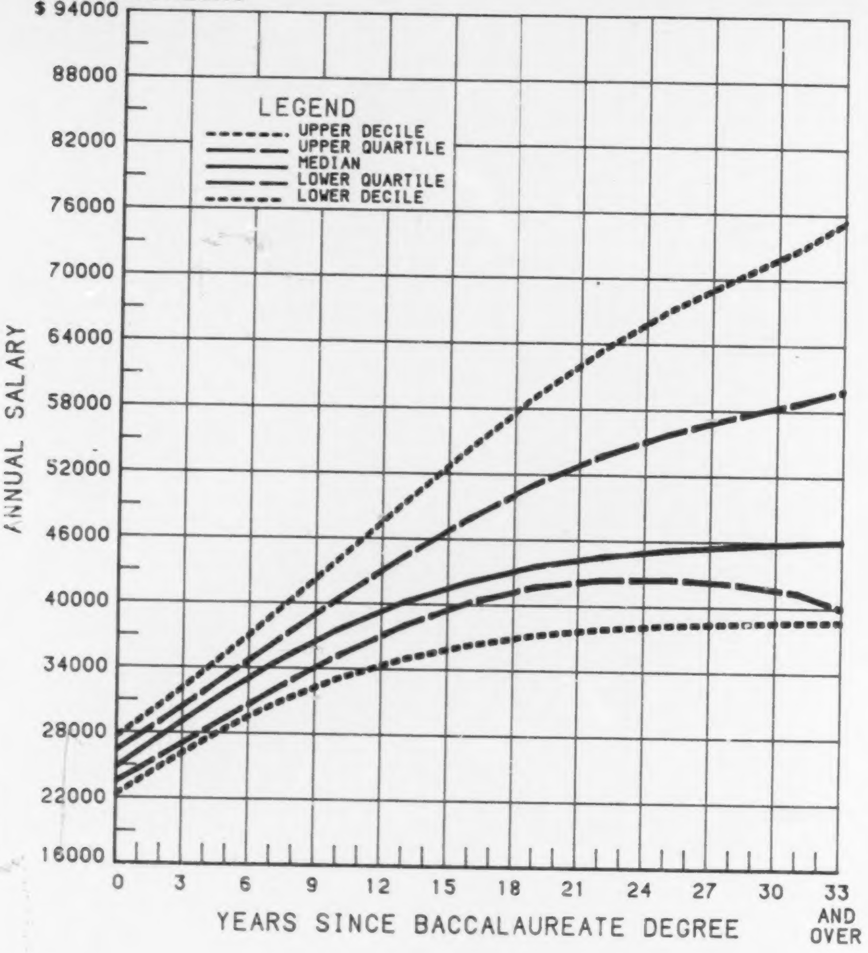
PETROLEUM, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	33900	38200	42600	47000	51250	55250	58900	62150
UPPER QUARTILE	29250	32750	36350	40000	43650	47200	50550	53600	56350
MEDIAN	29150	31450	33800	36200	38600	40950	43300	45500	47550
LOWER QUARTILE	27000	29100	31150	33150	35100	36850	38500	40000	41300
LOWER DECILE	27100	28450	29750	31000	32200	33350	34400	35400	36300
MEAN	28400	31150	33900	36650	39350	42000	44450	46700	48800
TOTAL NUMBER	5	20	51	120	112	97	98	56	90
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	67250	71900	73900	74600	74750	74750	74700	74650	74650
UPPER QUARTILE	60750	64750	66400	66750	66600	66300	66100	65900	65800
MEDIAN	51200	55050	57000	57500	57000	56100	55100	54050	53100
LOWER QUARTILE	43450	45550	46650	47200	47400	47450	47450	47450	47400
LOWER DECILE	37900	39800	41100	41950	42550	42900	43100	43250	43350
MEAN	52200	55650	57400	58150	58350	58300	59200	58100	58050
TOTAL NUMBER	173	148	89	33	23	29	10	21	36
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1217

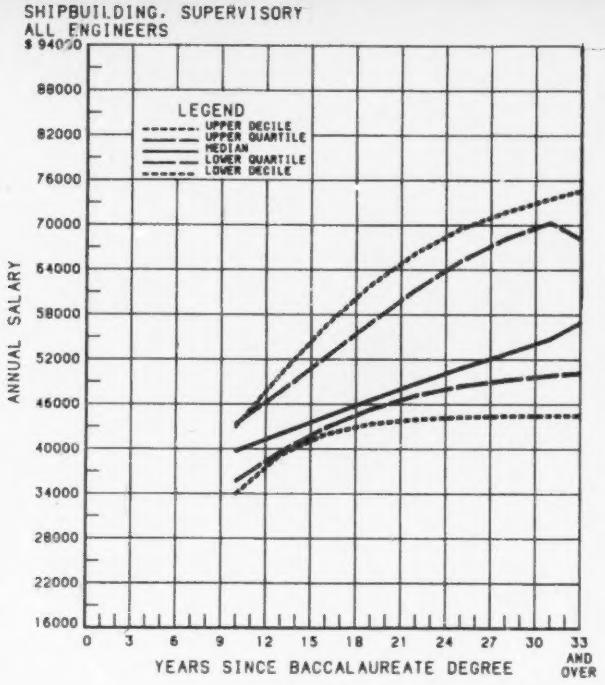
SHIPBUILDING
ALL ENGINEERS

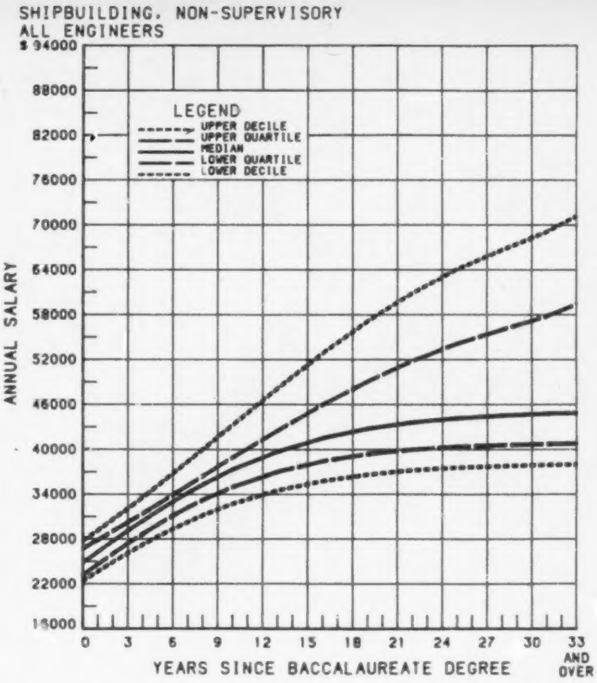


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27600	29100	30600	32150	33750	35400	37050	38800	40500
UPPER QUARTILE	26350	27700	29050	30450	31850	33300	34700	36150	37600
MEDIAN	24800	26250	27650	29050	30450	31800	33050	34300	35450
LOWER QUARTILE	23500	24650	25850	27050	28250	29450	30650	31850	33000
LOWER DECILE	22300	23600	24900	26150	27350	28450	29550	30550	31450
MEAN	24850	26250	27600	29000	30400	31800	33150	34450	35750
TOTAL NUMBER	69	87	22	40	36	49	42	22	68
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44000	49300	54450	59200	63450	67050	70000	72850	75300
UPPER QUARTILE	40400	44400	48000	51150	53750	55800	57400	58800	59900
MEDIAN	37600	40200	42150	43600	44550	45200	45600	45950	46100
LOWER QUARTILE	35200	38050	40250	41700	42400	42500	42150	41350	39950
LOWER DECILE	33100	35000	36350	37300	37900	38300	38500	38700	38750
MEAN	38200	41500	44200	46350	48000	49200	50050	50750	51150
TOTAL NUMBER	227	178	130	97	159	115	93	77	122
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1639





SHIPBUILDING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	1	0	1	1	1	1
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43000	50100	56550	62000	66300	69550	71750	73550	74600
UPPER QUARTILE	43350	47750	52350	56950	61350	65200	68200	70350	68150
MEDIAN	39750	42050	44350	46600	48800	50850	52750	54800	56950
LOWER QUARTILE	35700	39650	42900	45350	47200	48450	49250	49900	50200
LOWER DECILE	34000	39200	42000	43400	44000	44300	44450	44500	44500
MEAN	40150	43750	47400	51000	54400	57300	59600	61250	59850
TOTAL NUMBER	54	37	41	24	38	9	39	6	10
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 273

SHIPBUILDING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	29150	30650	32100	33650	35200	36800	38400	40050
UPPER QUARTILE	26700	27850	29050	30250	31450	32700	33950	35200	36450
MEDIAN	24800	26250	27700	29100	30450	31750	33000	34200	35300
LOWER QUARTILE	23100	24600	26000	27400	28700	29950	31150	32250	33250
LOWER DECILE	22350	23650	24900	26100	27250	28350	29350	30300	31200
MEAN	24950	26300	27650	29000	30300	31650	32950	34200	35400
TOTAL NUMBER	68	86	21	38	36	47	41	21	66
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43300	48200	52850	57150	60900	64100	66650	69100	71200
UPPER QUARTILE	38950	42550	46000	49100	51850	54150	56000	57800	59400
MEDIAN	37350	39750	41550	42800	43650	44200	44550	44800	44900
LOWER QUARTILE	35000	37050	38450	39400	40000	40400	40600	40750	40800
LOWER DECILE	32750	34550	35800	36650	37250	37600	37800	37950	38000
MEAN	37700	40700	43150	45050	46500	47550	48250	48800	49100
TOTAL NUMBER	173	140	88	73	120	105	54	70	111
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1366

SHIPBUILDING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27250	28550	29850	31250	32650	34100	35600	37100	38650
UPPER QUARTILE	26500	27550	28600	29700	30800	31900	33050	34200	35350
MEDIAN	24850	26050	27250	28450	29650	30850	32050	33200	34350
LOWER QUARTILE	23450	24550	25650	26800	27900	29050	30150	31250	32350
LOWER DECILE	22300	23550	24800	25950	27100	28200	29200	30150	31050
MEAN	24900	26050	27250	28400	29600	30800	32000	33150	34300
TOTAL NUMBER	69	85	20	36	19-	46	24	21	35
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41850	46700	51550	56250	60650	64550	67900	71400	74800
UPPER QUARTILE	37650	41100	44400	47500	50300	52750	54800	56950	59050
MEDIAN	36500	39250	41450	42950	43850	44250	44300	44050	43550
LOWER QUARTILE	34450	37200	39350	40800	41600	41750	41400	40600	39050
LOWER DECILE	32600	34400	35650	36450	36950	37250	37400	37550	37600
MEAN	36550	39700	42450	44800	46750	48250	49350	50350	51150
TOTAL NUMBER	160	141	108	90	105	93	41	74	85
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1262

SHIPBUILDING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	1	0	1	1	1	1
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41700	53700	60750	64150	65650	66300	66550	66650	66650
UPPER QUARTILE	40850	53000	58600	60550	61150	61350	61400	61400	61400
MEDIAN	38850	42350	46000	49650	53100	56200	58700	60750	60100
LOWER QUARTILE	35300	39400	43700	48000	51900	55050	57100	57500	52250
LOWER DECILE	34000	39050	42400	43950	44050	43350	42350	41100	40000
MEAN	39800	44100	48550	52900	56800	60000	62000	62550	57500
TOTAL NUMBER	53	36	38	21	19	7	20	5	8
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 221

SHIPBUILDING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	29000	29900	30800	31700	32650	33650	34650	35700
UPPER QUARTILE	26750	27650	28600	29550	30500	31500	32450	33450	34450
MEDIAN	25050	26100	27200	28300	29400	30500	31600	32700	33750
LOWER QUARTILE	23200	24500	25800	27000	28200	29350	30400	31450	32400
LOWER DECILE	22350	23600	24800	25950	27050	28100	29050	30000	30800
MEAN	25200	26200	27200	28200	29200	30250	31250	32250	33250
TOTAL NUMBER	68	84	19	35	18	45	23	20	33
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37850	41350	45150	49150	53450	57900	62450	68600	78200
UPPER QUARTILE	36450	39400	42300	45050	47600	49850	51800	53900	56100
MEDIAN	35800	38550	40750	42300	43150	43350	43100	42250	40550
LOWER QUARTILE	34050	36100	37600	38650	39300	39750	40000	40150	40200
LOWER DECILE	32250	33900	35000	35750	36200	36500	36650	36750	36800
MEAN	35200	37950	40500	42700	44550	46050	47250	48400	49400
TOTAL NUMBER	107	105	69	69	85	86	20	68	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1040

SHIPBUILDING, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	37800	0	40550	0	43450
UPPER QUARTILE	0	0	0	0	37250	0	39850	0	42600
MEDIAN	0	0	0	0	34800	0	36750	0	38700
LOWER QUARTILE	0	0	0	0	33550	0	35450	0	37350
LOWER DECILE	0	0	0	0	33450	0	34750	0	36000
MEAN	0	0	0	0	35600	0	37700	0	39800
TOTAL NUMBER	0	1	1	3	17	2	18	0	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	50900	55250	59000	61900	63550	63750	0	53500
UPPER QUARTILE	45350	49550	53500	57000	59600	61100	61250	0	51950
MEDIAN	40700	43600	46350	48800	50750	52100	52700	0	48550
LOWER QUARTILE	39300	42050	44650	46800	48450	49450	49650	0	44350
LOWER DECILE	37250	39100	40850	42350	43700	44700	45400	0	44750
MEAN	41950	45100	48050	50600	52550	53800	54150	0	48450
TOTAL NUMBER	66	36	21	7	53	20	51	2	35
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 372

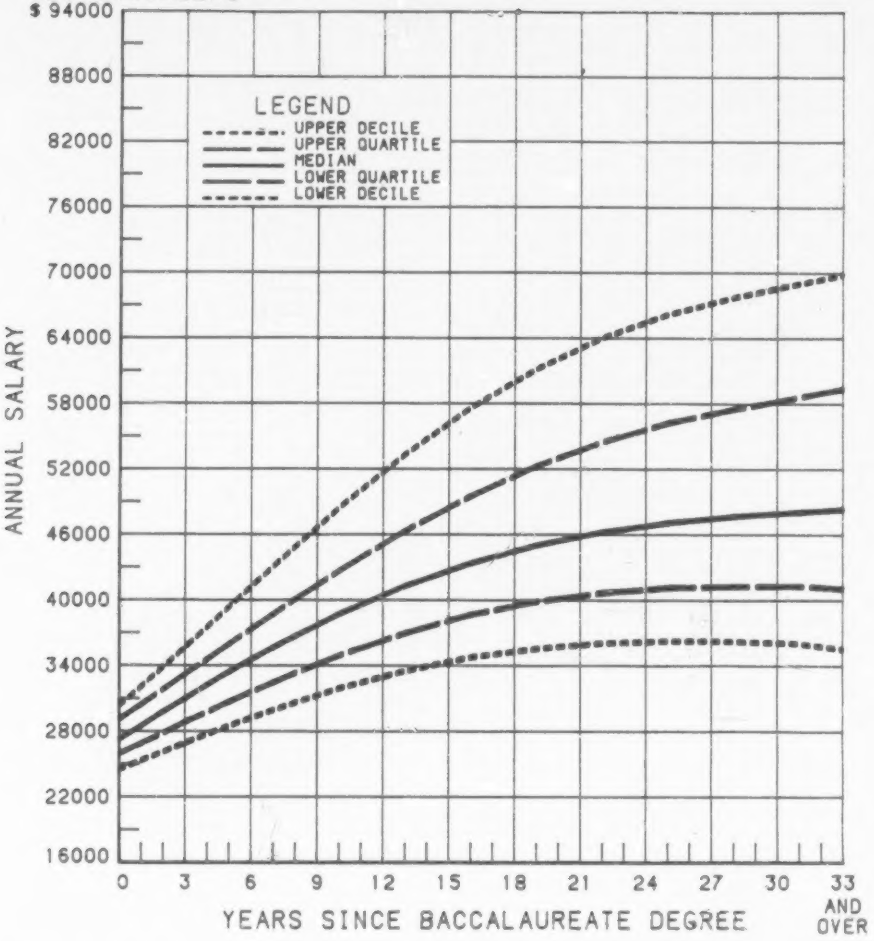
SHIPBUILDING, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	37800	0	40600	0	43450
UPPER QUARTILE	0	0	0	0	37100	0	39800	0	42600
MEDIAN	0	0	0	0	34350	0	36500	0	38650
LOWER QUARTILE	0	0	0	0	33500	0	35450	0	37400
LOWER DECILE	0	0	0	0	33550	0	34800	0	36100
MEAN	0	0	0	0	35250	0	37500	0	39800
TOTAL NUMBER	0	1	1	2	17	1	18	0	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	50900	55200	0	61700	63200	63250	0	52750
UPPER QUARTILE	45500	49800	53900	0	60100	61500	61500	0	51250
MEDIAN	40850	44100	47100	0	51450	52500	52550	0	45500
LOWER QUARTILE	39300	42150	44750	0	48600	49550	49700	0	44050
LOWER DECILE	37350	39150	40800	0	43550	44500	45100	0	44100
MEAN	42150	45600	48800	0	53550	54700	54800	0	47400
TOTAL NUMBER	65	34	18	4	34	18	32	1	33
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 321

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS

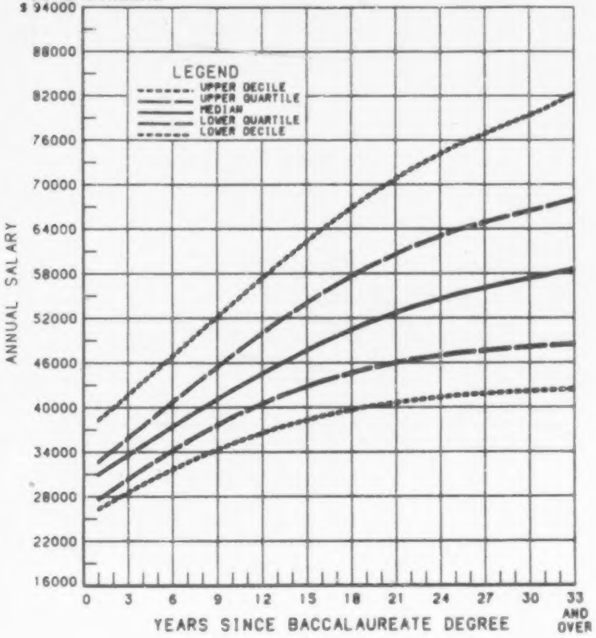


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32100	33900	35700	37550	39400	41250	43100	44900
UPPER QUARTILE	29100	30450	31850	33250	34600	36000	37400	38750	40100
MEDIAN	27250	28500	29800	31000	32250	33450	34600	35700	36750
LOWER QUARTILE	25950	26900	27850	28850	29750	30700	31600	32500	33350
LOWER DECILE	24500	25350	26150	26950	27750	28500	29250	29950	30650
MEAN	27300	28600	29950	31250	32550	33800	35050	36250	37400
TOTAL NUMBER	105	107	89	100	104	125	93	93	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

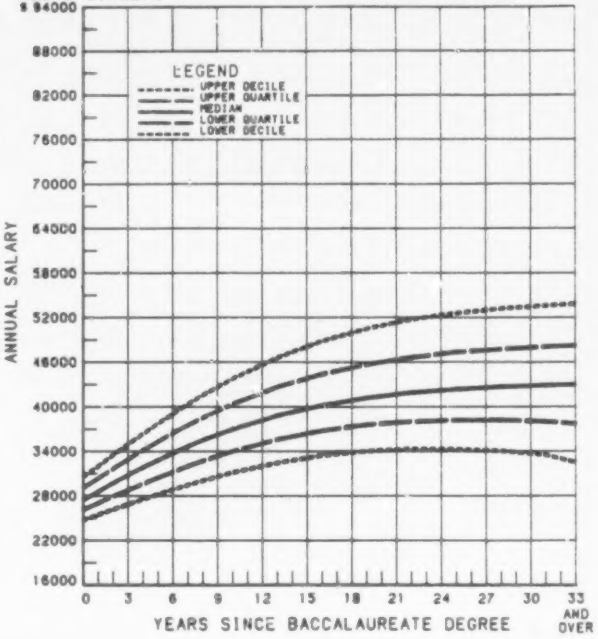
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48450	53350	57650	61200	64050	66200	67750	69050	69850
UPPER QUARTILE	42700	46350	49550	52300	54500	56250	57550	58650	59400
MEDIAN	38750	41300	43400	45050	46250	47100	47700	48100	48350
LOWER QUARTILE	34950	37000	38700	39900	40700	41150	41300	41300	41050
LOWER DECILE	31950	33550	34800	35600	36100	36300	36250	36050	35550
MEAN	39650	42600	45050	47050	48550	49650	50450	51100	51450
TOTAL NUMBER	286	308	238	199	203	223	171	172	373
OVER $93000	0	0	0	0	2	0	2	5	10
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3119

MISCELLANEOUS MANUFACTURING, SUPERVISORY
ALL ENGINEERS



MISCELLANEOUS MANUFACTURING, NON-SUPERVISORY
ALL ENGINEERS



OTHER MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	38300	39950	41650	43400	45150	46900	48650	50450
UPPER QUARTILE	0	32700	34250	35850	37450	39100	40700	42300	43900
MEDIAN	0	31000	32300	33550	34850	35100	37400	38650	39900
LOWER QUARTILE	0	27650	29000	30350	31700	32950	34200	35400	36550
LOWER DECILE	0	26300	27450	28550	29650	30700	31650	32600	33500
MEAN	0	31150	32600	34000	35400	36850	38250	39650	41000
TOTAL NUMBER	2	12	7	12	10	20	35	20	26
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53950	59100	63900	68250	72000	75200	77750	80250	82350
UPPER QUARTILE	47000	51450	55350	58750	61550	63800	65450	66950	68000
MEDIAN	42300	45650	48700	51300	53450	55200	56550	57750	58650
LOWER QUARTILE	38700	41400	43550	45200	46450	47300	47850	48300	48500
LOWER DECILE	35150	37250	38850	40100	40950	41600	42000	42300	42450
MEAN	43600	47200	50350	53000	55150	56800	58000	59100	59800
TOTAL NUMBER	79	142	115	91	101	110	89	85	168
OVER $93000	0	0	0	0	2	0	2	5	10
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1134

OTHER MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32000	33500	34950	36350	37750	39050	40350	41550
UPPER QUARTILE	29050	30350	31650	32900	34150	35300	36450	37500	38500
MEDIAN	27400	28550	29700	30800	31850	32800	33750	34650	35500
LOWER QUARTILE	26100	27000	27900	28750	29600	30450	31200	32000	32700
LOWER DECILE	24700	25450	26150	26850	27550	28200	28850	29450	30050
MEAN	27300	28550	29750	30900	32000	33000	34000	34950	35800
TOTAL NUMBER	103	94	81	87	94	105	57	73	96
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43750	46600	48850	50500	51750	52600	53200	53600	53850
UPPER QUARTILE	40350	42650	44400	45700	46650	47350	47750	48100	48250
MEDIAN	36950	38800	40200	41200	41900	42350	42700	42900	43000
LOWER QUARTILE	34000	35600	36800	37600	38000	38200	38200	38000	37700
LOWER DECILE	31150	32450	33450	34050	34300	34250	34050	33500	32500
MEAN	37350	39250	40700	41750	42450	42950	43250	43450	43550
TOTAL NUMBER	207	165	122	107	101	112	82	86	204
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1985

MISCELLANEOUS MANUFACTURING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	9
UPPER DECILE	30000	32000	34100	36250	38400	40550	42700	44800	46900
UPPER QUARTILE	29000	30550	32050	33600	35150	36700	38250	39750	41250
MEDIAN	27000	28400	29800	31200	32550	33850	35150	36350	37500
LOWER QUARTILE	25500	26650	27850	28950	30050	31050	32050	32950	33800
LOWER DECILE	24250	25100	25950	26750	27550	28250	28950	29600	30200
MEAN	27100	28500	29950	31350	32750	34150	35500	36800	38050
TOTAL NUMBEP	194	169	169	137	161	234	137	113	226
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50850	56250	60700	64250	66950	68850	70150	71100	71650
UPPER QUARTILE	44100	48050	51450	54250	56450	58100	59350	60350	61000
MEDIAN	39650	42400	44500	46150	47300	48100	48650	49050	49250
LOWER QUARTILE	35350	37250	38650	39650	40400	40850	41150	41400	41500
LOWER DECILE	31300	32700	33700	34450	35000	35400	35650	35850	35950
MEAN	40450	43550	46050	48050	49500	50550	51300	51850	52200
TOTAL NUMBER	461	437	323	283	250	299	242	186	445
OVER $93000	0	0	0	0	8	0	8	16	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4476

MISCELLANEOUS MANUFACTURING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28600	31450	34450	37500	0	43700	46750	49700	52600
UPPER QUARTILE	27900	30050	32200	34400	0	38800	41000	43100	45200
MEDIAN	26100	28050	29950	31900	0	35700	37550	39300	41000
LOWER QUARTILE	24200	25800	27400	29050	0	32150	33650	35050	36400
LOWER DECILE	24550	25400	26250	27100	0	28850	29700	30550	31450
MEAN	26050	28000	29950	31950	0	35850	37750	39600	41350
TOTAL NUMBER	8	40	16	32	0	64	64	32	56
OVER $93000	0	0	0	0	0	0	0	0	0
UNDEP $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57900	64600	69600	73100	75350	76800	77550	78050	78200
UPPER QUARTILE	49050	54050	58000	60950	63050	64450	65350	66000	66250
MEDIAN	44100	48000	50950	53050	54550	55500	56050	56500	56650
LOWER QUARTILE	38850	41850	44100	45750	46850	47600	48050	48350	48500
LOWER DECILE	33100	35500	37600	39400	40850	41950	42700	43200	43300
MEAN	44650	48850	52050	54450	56100	57200	57900	58350	58600
TOTAL NUMBER	178	218	169	153	129	202	145	121	250
OVER $93000	0	0	0	0	8	0	8	16	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1885

MISCELLANEOUS MANUFACTURING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	32100	34100	36000	37750	39300	40700	41950	43050
UPPER QUARTILE	28700	30450	32150	33700	35150	36500	37700	38800	39750
MEDIAN	26900	28400	29850	31200	32400	33550	34550	35500	36300
LOWER QUARTILE	25500	26800	27950	29050	30050	30950	31750	32400	33000
LOWER DECILE	24250	25250	26100	26950	27700	28400	29000	29550	30000
MEAN	27050	28550	29950	31300	32500	33650	34650	35550	36350
TOTAL NUMBER	186	129	153	105	161	169	72	80	169
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44850	46650	47750	48400	48750	48950	49050	49100	49100
UPPER QUARTILE	41300	42950	44000	44600	45000	45200	45300	45350	45400
MEDIAN	37600	39000	39850	40400	40700	40650	40950	41000	41000
LOWER QUARTILE	33950	34900	35400	35650	35800	35850	35900	35900	35900
LOWER DECILE	30750	31500	31900	32050	32100	32100	32100	32050	32050
MEAN	37650	39050	39900	40450	40750	40950	41000	41100	41100
TOTAL NUMBER	283	218	153	129	121	97	97	64	194
OVER [illegible]93000	0	0	0	0	0	0	0	0	0
UNDER [illegible]00	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2590

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                    MISCELLANEOUS MANUFACTURING, MS

YEARS SINCE B.S.         0       1       2       3       4       5       6       7       8

      UPPER DECILE       0       0   40600       0   42850   43950   45150   46300   47500
    UPPER QUARTILE       0       0   37700       0   39500   40400   41300   42250   43200
            MEDIAN       0       0   33450       0   35000   35800   36550   37350   38150
    LOWER QUARTILE       0       0   30250       0   31650   32350   33000   33700   34400
      LOWER DECILE       0       0   28100       0   29350   29950   30600   31250   31850

              MEAN       0       0   34100       0   35700   36500   37300   38150   38950

      TOTAL NUMBER       0       3       8       2      11      10       9      11      14
      OVER  $93000       0       0       0       0       0       0       0       0       0
      UNDER $18000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.      9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

      UPPER DECILE   49950   53700   57550   61350   65050   68550   71700   75300   79400
    UPPER QUARTILE   45100   47950   50750   53450   55950   58150   59850   61400   61450
            MEDIAN   39750   42150   44450   46550   48450   50050   51200   52050   51250
    LOWER QUARTILE   35800   37800   39650   41300   42700   43700   44300   44450   42750
      LOWER DECILE   33100   34850   36450   37800   38900   39600   39900   39650   37500

              MEAN   40600   43100   45550   47850   49950   51700   53100   54250   53950

      TOTAL NUMBER      61      45      39      26      35      37      34      28      63
      OVER  $93000       0       0       0       0       0       0       0       0       2
      UNDER $18000       0       0       0       0       0       0       0       0       0

ENGINEERS COVERED  -    443

                    MISCELLANEOUS MANUFACTURING, NON-SUPERVISORY, MS

YEARS SINCE B.S.         0       1       2       3       4       5       6       7       8

      UPPER DECILE       0       0   38050       0       0   40350       0   41900   42700
    UPPER QUARTILE       0       0   36100       0       0   37850       0   39100   39700
            MEDIAN       0       0   32450       0       0   34300       0   35550   36150
    LOWER QUARTILE       0       0   28800       0       0   30950       0   32400   33150
      LOWER DECILE       0       0   28700       0       0   29800       0   30450   30750

              MEAN       0       0   32600       0       0   34500       0   35800   36400

      TOTAL NUMBER       0       3       6       2       3      10       3       8      13
      OVER  $93000       0       0       0       0       0       0       0       0       0
      UNDER $18000       0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.      9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+

      UPPER DECILE   44250   46500   48650   50650   52400   53900   55050   56050   56300
    UPPER QUARTILE   40900   42650   44400   46050   47600   48950   50150   51350   52350
            MEDIAN   37400   39200   40900   42450   43800   44900   45700   46250   45700
    LOWER QUARTILE   34550   36650   38500   40100   41300   42100   42350   41850   39000
      LOWER DECILE   31350   32150   32800   33350   33800   34150   34450   34750   35000

              MEAN   37650   39500   41250   42800   44150   45250   46050   46550   45900

      TOTAL NUMBER      54      25      16      15      16      20      13       9      32
      OVER  $93000       0       0       0       0       0       0       0       0       0
      UNDER $18000       0       0       0       0       0       0       0       0       0

ENGINEERS COVERED  -    255
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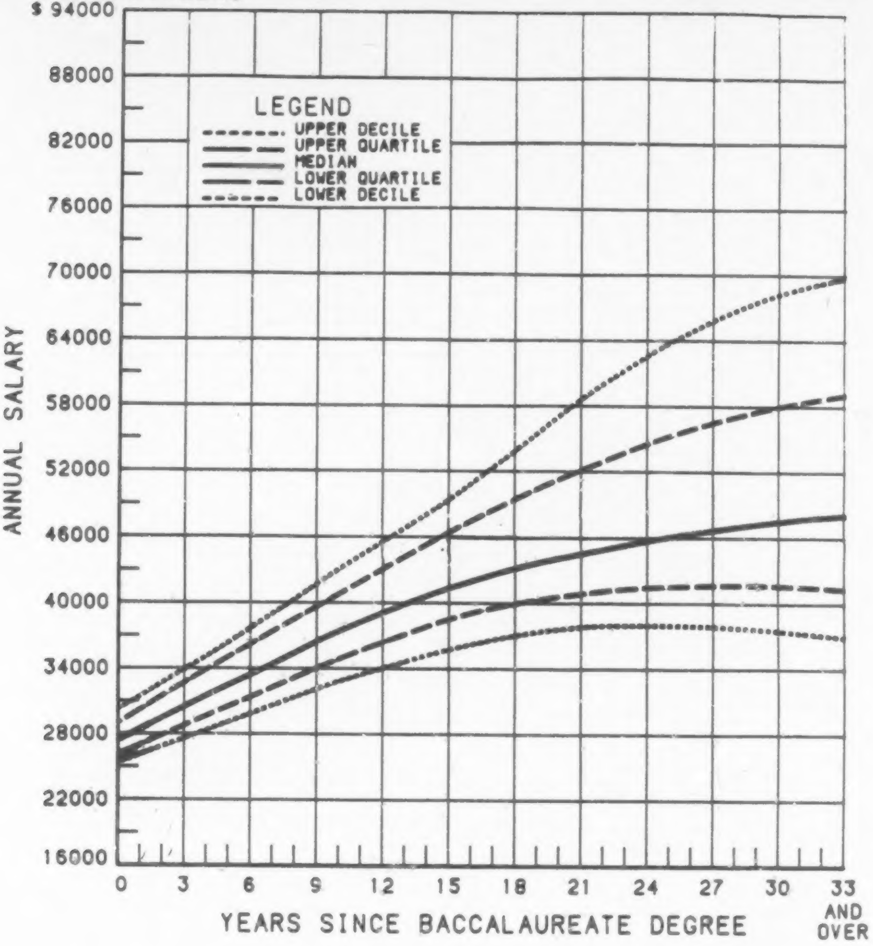
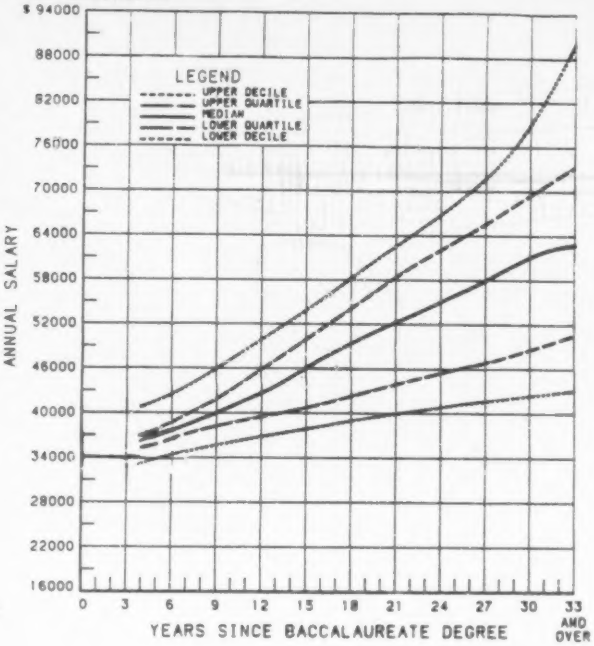
OTHER MANUFACTURING
ALL ENGINEERS



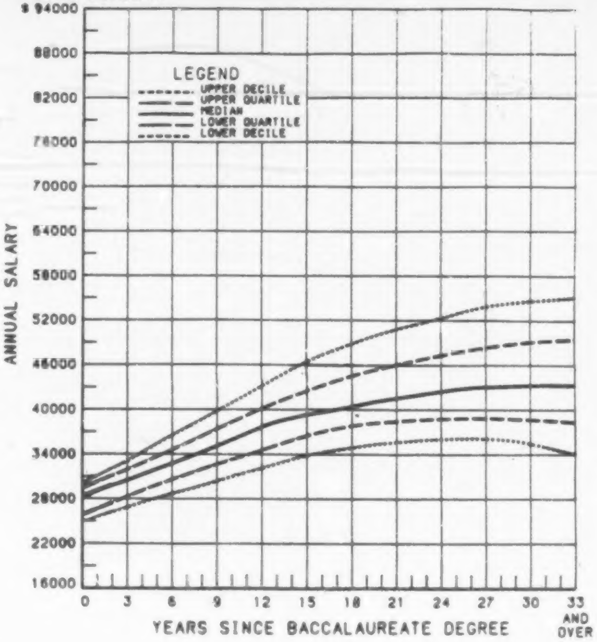
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31500	32700	33900	35200	36500	37800	39150	40550
UPPER QUARTILE	29150	30200	31300	32400	33500	34650	35800	36950	38100
MEDIAN	27900	28850	29800	30750	31700	32650	33550	34500	35400
LOWER QUARTILE	26150	27000	27850	28700	29550	30400	31200	32050	32850
LOWER DECILE	25100	25800	26550	27300	28050	28300	29500	30250	30950
MEAN	27700	28700	29700	30700	31700	32700	33700	34700	35700
TOTAL NUMBER	95	104	48	106	75	77	74	94	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43350	47700	52050	56200	60050	63500	66350	69200	71750
UPPER QUARTILE	40450	43850	47150	50100	52750	54900	56650	58250	59550
MEDIAN	37150	39550	41700	43450	44900	46000	46800	47500	48050
LOWER QUARTILE	34350	36400	38100	39450	40350	40900	41100	41000	40400
LOWER DECILE	32300	34150	35650	36800	37450	37600	37300	36350	33800
MEAN	37700	40500	43050	45250	47100	48600	49700	50700	51550
TOTAL NUMBER	169	262	192	160	163	184	117	175	263
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2441



OTHER MANUFACTURING, SUPERVISORY
ALL ENGINEERS



OTHER MANUFACTURING, NON-SUPERVISORY
ALL ENGINEERS

OTHER MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40600	0	42650	43700	44800
UPPER QUARTILE	0	0	0	0	36600	0	38700	39800	40950
MEDIAN	0	0	0	0	34950	0	36800	37750	38750
LOWER QUARTILE	0	0	0	0	35250	0	36200	36700	37200
LOWER DECILE	0	0	0	0	33700	0	34450	34800	35200
MEAN	0	0	0	0	36250	0	37900	38700	39550
TOTAL NUMBER	0	0	0	0	6	0	19	12	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47050	50700	54700	59050	63750	68800	74200	81800	95800
UPPER QUARTILE	43300	47000	50900	54900	58950	62850	66500	70500	74150
MEDIAN	40750	43900	47100	50350	53450	56300	58800	61300	62700
LOWER QUARTILE	38200	39750	41300	42850	44450	46050	47600	49650	52950
LOWER DECILE	35950	37050	38150	39200	40200	41150	42000	43050	44600
MEAN	41300	44000	46800	49600	52450	55250	57850	61050	65000
TOTAL NUMBER	36	125	82	64	79	63	50	61	98
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 714

OTHER MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	31450	32500	33550	34650	35700	36800	37850	38950
UPPER QUARTILE	29350	30250	31200	32150	33100	34000	34950	35850	36750
MEDIAN	28150	28950	29750	30550	31350	32100	32900	33650	34400
LOWER QUARTILE	26200	27000	27800	28600	29400	30200	30950	31700	32400
LOWER DECILE	25250	25900	26550	27200	27850	28500	29150	29750	30400
MEAN	27850	28700	29600	30450	31300	32200	33050	33850	34700
TOTAL NUMBER	95	104	48	106	68	77	55	82	63
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41050	44050	46750	49150	51150	52750	53950	54950	55750
UPPER QUARTILE	38500	40950	43150	45000	46500	47700	48600	49400	50050
MEDIAN	35850	37900	39650	41100	42250	43050	43550	43800	43550
LOWER QUARTILE	33800	35600	37050	38100	38700	38950	38900	38450	37300
LOWER DECILE	31550	33150	34450	35400	35950	36050	35700	34700	31850
MEAN	36300	38450	40300	41800	42950	43700	44150	44350	44100
TOTAL NUMBER	132	136	109	95	84	120	66	113	164
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1727

OTHER MANUFACTURING, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	31600	32650	33750	34900	36050	37300	38500	39800
UPPER QUARTILE	29250	30300	31300	32350	33400	34500	35600	36650	37750
MEDIAN	28000	28900	29800	30700	31600	32500	33400	34250	35100
LOWER QUARTILE	25850	26900	27850	28850	29750	30650	31500	32300	33100
LOWER DECILE	25000	25750	26550	27300	28100	28850	29600	30300	31050
MEAN	27800	28700	29650	30600	31550	32500	33450	34350	35300
TOTAL NUMBER	95	97	46	104	73	69	70	89	59
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42400	46550	50900	55250	59500	63550	67100	70800	74100
UPPER QUARTILE	39950	43200	46300	49200	51800	54100	56050	58100	60200
MEDIAN	36750	39000	41000	42700	44100	45200	46100	46900	47650
LOWER QUARTILE	34500	36250	37650	38700	39500	40000	40350	40550	40700
LOWER DECILE	32400	34150	35550	36550	37050	37150	36950	36200	34500
MEAN	37150	39750	42200	44450	46400	48050	49400	50700	51900
TOTAL NUMBER	128	217	162	134	140	158	99	159	228
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2135

OTHER MANUFACTURING, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	37750	0	39900	41000	42150
UPPER QUARTILE	0	0	0	0	35950	0	38000	39100	40200
MEDIAN	0	0	0	0	35350	0	37050	37900	38750
LOWER QUARTILE	0	0	0	0	35100	0	36000	36450	36900
LOWER DECILE	0	0	0	0	33950	0	34550	34850	35150
MEAN	0	0	0	0	35100	0	36700	37550	38400
TOTAL NUMBER	0	0	0	0	6	0	18	12	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44600	48550	52850	57600	62750	68250	74100	82150	95900
UPPER QUARTILE	42500	46200	50100	54150	58300	62400	66300	70800	75500
MEDIAN	40500	43200	45900	48600	51200	53650	55950	58650	61950
LOWER QUARTILE	37850	39350	40850	42350	43950	45550	47150	49350	53100
LOWER DECILE	35750	36700	37650	38550	39500	40450	41350	42600	44650
MEAN	40200	42950	45800	48750	51750	54700	57550	61050	65600
TOTAL NUMBER	28	103	71	60	66	54	40	59	91
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 628

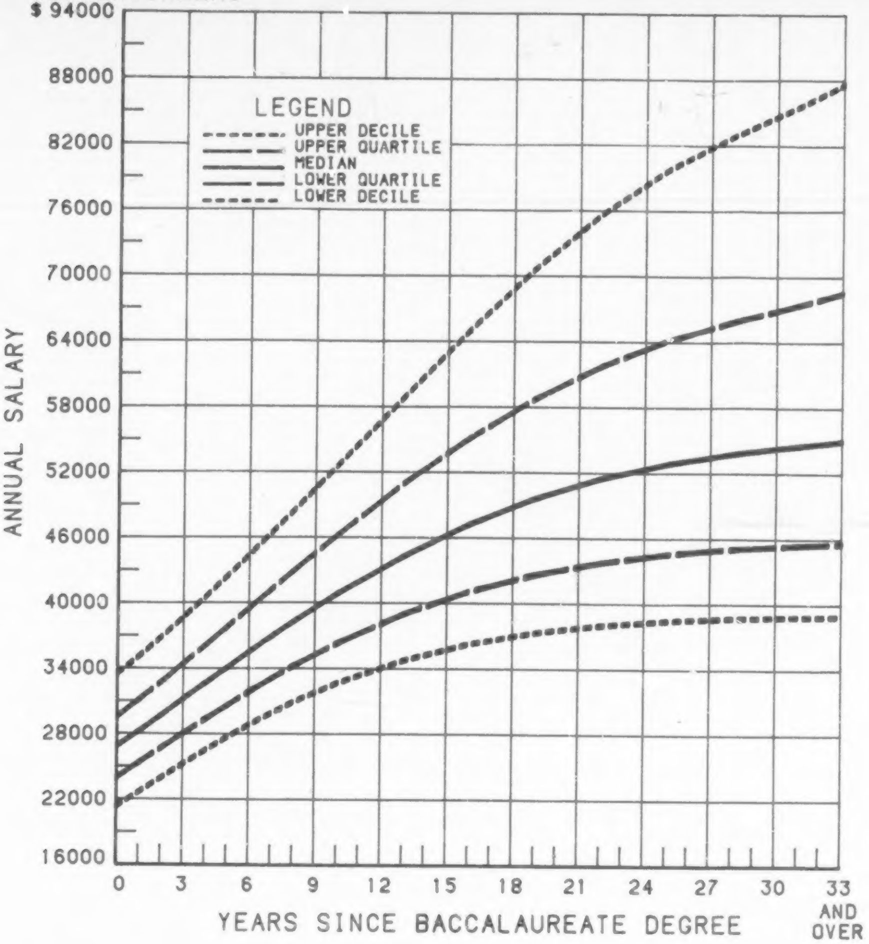
OTHER MANUFACTURING, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	31500	32500	33450	34450	35450	36400	37350	38350
UPPER QUARTILE	29400	30300	31200	32100	33000	33900	34750	35600	36400
MEDIAN	28250	29000	29750	30500	31250	32050	32750	33500	34250
LOWER QUARTILE	26100	26950	27600	28650	29500	30300	31050	31800	32550
LOWER DECILE	25100	25800	26500	27200	27900	28600	29250	29950	30550
MEAN	27350	28700	29550	30400	31200	32050	32850	33650	34450
TOTAL NUMBER	95	97	46	104	67	69	51	76	46
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40200	42900	45350	47600	49500	51150	52500	53850	55150
UPPER QUARTILE	38000	40150	42100	43750	45100	46200	47050	47850	48450
MEDIAN	35600	37550	39250	40650	41700	42400	42800	42950	42400
LOWER QUARTILE	33850	35500	36750	37600	38050	38200	38100	37850	37250
LOWER DECILE	31750	33300	34500	35300	35650	35600	35200	34250	32150
MEAN	35900	37950	39650	41050	42100	42650	43350	43650	43650
TOTAL NUMBER	100	113	90	73	73	103	58	100	137
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1507

NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS

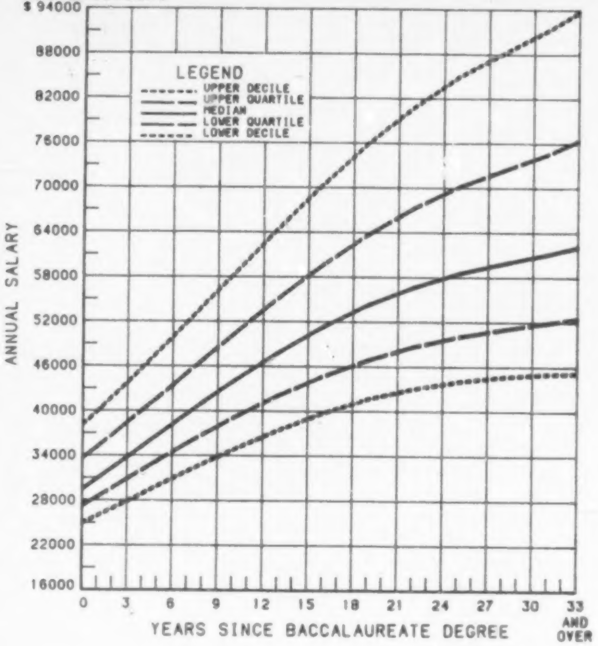


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33500	35150	36900	38700	40550	42450	44400	46400	48400
UPPER QUARTILE	29550	31150	32750	34450	36100	37800	39500	41200	42900
MEDIAN	26850	28250	29700	31200	32650	34050	35500	36900	38250
LOWER QUARTILE	23950	25350	26700	28050	29350	30600	31850	33050	34200
LOWER DECILE	21300	22650	23950	25250	26500	27700	28850	29900	30900
MEAN	27200	28650	30150	31650	33150	34650	36150	37600	39050
TOTAL NUMBER	527	606	744	825	869	944	905	898	749
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	10	0	2	2	0

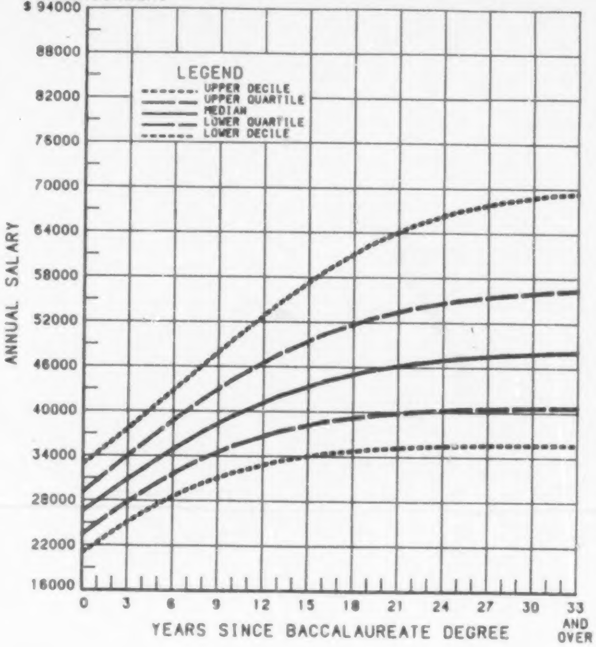
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52600	58900	65050	70750	75700	79750	82850	85600	87650
UPPER QUARTILE	46200	50950	55150	58800	61800	64150	65900	67450	68550
MEDIAN	40850	44300	47250	49650	51500	52850	53800	54550	55000
LOWER QUARTILE	36300	39000	41100	42650	43800	44600	45100	45450	45600
LOWER DECILE	32650	34750	36300	37350	38050	38500	38750	38900	38950
MEAN	41900	45750	49100	51900	54100	55800	57000	58000	58650
TOTAL NUMBER	2660	2739	2058	1913	1565	1417	1215	1117	2361
OVER $93000	0	3	1	49	40	30	68	81	201
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 24119

NON-MANUFACTURING INDUSTRIES, SUPERVISORY
ALL ENGINEERS



NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY
ALL ENGINEERS



NON-MANUFACTURING INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38100	39950	41850	43800	45800	47850	49900	52000	54100
UPPER QUARTILE	33650	35200	35800	38450	40100	41750	43450	45150	46850
MEDIAN	29450	30900	32350	33800	35250	36750	38200	39700	41150
LOWER QUARTILE	27250	28450	29650	30900	32100	33300	34500	35700	36850
LOWER DECILE	24950	25950	26900	27900	28900	29950	30950	31950	32900
MEAN	30650	32150	33650	35150	36650	38150	39700	41200	42700
TOTAL NUMBER	39	53	72	68	123	193	204	223	194
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58300	64550	70500	76000	80850	84950	88250	91350	93750
UPPER QUARTILE	50250	55150	59700	63750	67250	70150	72400	74600	75400
MEDIAN	43950	47850	51350	54300	56650	58550	59900	61150	62100
LOWER QUARTILE	39050	42100	44700	46900	48700	50050	51050	51950	52500
LOWER DECILE	34800	37450	39750	41650	43050	44050	44700	45100	45150
MEAN	45650	49750	53450	56650	59250	61350	62950	64350	65450
TOTAL NUMBER	782	1152	964	932	842	710	668	681	1256
OVER $93000	0	3	1	49	40	30	67	80	162
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9166

NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	34450	36050	37700	39400	41100	42800	44500	46250
UPPER QUARTILE	29100	30750	32400	34050	35650	37200	38750	40200	41650
MEDIAN	26550	28000	29450	30900	32250	33600	34900	36100	37300
LOWER QUARTILE	23450	24950	26450	27850	29200	30450	31600	32700	33700
LOWER DECILE	20950	22400	23800	25150	26400	27550	28600	29550	30400
MEAN	26850	28300	29750	31200	32600	33950	35300	36550	37800
TOTAL NUMBER	487	552	672	756	746	750	700	574	554
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	4	0	2	2	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	54450	58750	62300	65050	67000	68250	69100	69350
UPPER QUARTILE	44300	47650	50400	52450	53950	55000	55650	56150	56400
MEDIAN	39400	42050	44050	45550	46550	47250	47700	48000	48150
LOWER QUARTILE	35400	37300	38650	39500	40050	40400	40550	40550	40700
LOWER DECILE	31800	33350	34400	35000	35350	35550	35650	35700	35700
MEAN	40050	43000	45300	47100	48350	49250	49800	50250	50450
TOTAL NUMBER	1878	1587	1094	980	722	705	546	435	1105
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 14952

NON-MANUFACTURING INDUSTRIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32900	34550	36250	38000	39800	41650	43500	45400	47350
UPPER QUARTILE	29350	30900	32500	34100	35700	37300	38900	40450	42000
MEDIAN	26750	28150	29600	30950	32350	33700	35050	36350	37600
LOWER QUARTILE	23700	25100	26450	27750	29050	30300	31500	32650	33700
LOWER DECILE	21150	22450	23750	25050	26250	27400	28500	29500	30450
MEAN	27050	28450	29900	31350	32750	34200	35600	37000	38350
TOTAL NUMBER	505	542	646	693	731	771	674	619	491
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	10	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51200	56950	62500	67650	72200	76050	79200	82250	84900
UPPER QUARTILE	45000	49150	52750	55750	58100	59900	61250	62350	63100
MEDIAN	39950	43050	45600	47550	49100	50150	50900	51500	51800
LOWER QUARTILE	35650	38050	39850	41150	42050	42650	43000	43250	43400
LOWER DECILE	32100	34000	35350	36250	36850	37250	37450	37550	37600
MEAN	40900	44450	47400	49850	51750	53150	54150	55000	55500
TOTAL NUMBER	1850	1845	1298	1092	889	812	740	822	1661
OVER $93000	0	2	0	6	16	20	21	55	137
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 16689

NON-MANUFACTURING INDUSTRIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37200	38950	40750	42600	44500	46400	48350	50300	52300
UPPER QUARTILE	32650	34200	35800	37400	39050	40700	42300	43950	45600
MEDIAN	29450	30850	32250	33650	35050	36400	37800	39150	40500
LOWER QUARTILE	27350	28500	29600	30750	31850	32950	34050	35150	36150
LOWER DECILE	24550	25600	26650	27700	28750	29750	30750	31700	32650
MEAN	30450	31850	33250	34650	36050	37500	38900	40300	41700
TOTAL NUMBER	32	48	65	63	111	170	180	171	151
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56350	62350	68100	73500	78300	82500	85900	89300	92250
UPPER QUARTILE	48850	53450	57700	61400	64500	67050	69000	70800	72200
MEDIAN	43050	46600	49650	52200	54250	55800	56950	57950	58700
LOWER QUARTILE	38150	40850	43200	45100	46650	47800	48700	49450	50000
LOWER DECILE	34400	36750	38750	40350	41600	42550	43200	43750	44100
MEAN	44400	48250	51650	54600	57000	58950	60400	61750	62800
TOTAL NUMBER	571	790	606	550	534	436	444	504	918
OVER $93000	0	2	0	6	16	20	20	54	136
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6354

NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32550	34100	35650	37200	38800	40400	41950	43500	45050
UPPER QUARTILE	28900	30550	32200	33750	35300	36750	38150	39500	40750
MEDIAN	26350	27850	29300	30700	32050	33350	34500	35650	36650
LOWER QUARTILE	23150	24700	26200	27600	28950	30150	31250	32250	33100
LOWER DECILE	20650	22200	23650	24950	26150	27250	28200	29050	29800
MEAN	26650	28100	29550	30950	32300	33600	34800	35950	37050
TOTAL NUMBER	472	493	580	630	620	601	493	447	340
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47950	51800	54900	57150	58550	59200	59350	59050	58200
UPPER QUARTILE	43000	45800	47900	49350	50400	51050	51450	51700	51750
MEDIAN	38500	40600	42150	43200	43850	44300	44550	44700	44800
LOWER QUARTILE	34600	36200	37200	37850	38250	38450	38550	38600	38650
LOWER DECILE	30950	32100	32800	33200	33450	33550	33600	33600	33600
MEAN	39000	41350	43100	44300	45150	45650	45950	46150	46200
TOTAL NUMBER	1278	1055	692	542	354	375	296	317	742
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 10335

NON-MANUFACTURING INDUSTRIES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35550	37000	38500	40100	41750	43500	45250	47150	49050
UPPER QUARTILE	31600	33100	34550	36100	37650	39200	40800	42400	44050
MEDIAN	28350	29650	30950	32250	33600	34950	36300	37650	39000
LOWER QUARTILE	25750	26950	28150	29350	30550	31750	32900	34050	35150
LOWER DECILE	24250	25250	26300	27300	28300	29300	30250	31200	32100
MEAN	29300	30550	31850	33200	34550	35900	37300	38700	40100
TOTAL NUMBER	15	63	96	130	131	159	206	258	227
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53150	59650	66500	73400	79800	85200	89050	91100	86300
UPPER QUARTILE	47300	52100	56750	61000	64800	68000	70550	72950	74700
MEDIAN	41600	45400	48850	51900	54450	56550	58150	59650	60700
LOWER QUARTILE	37300	40250	42750	44850	46500	47750	48650	49450	50000
LOWER DECILE	33850	36100	37950	39500	40650	41500	42150	42650	43000
MEAN	42900	47000	50750	54100	56900	59100	60700	62050	63000
TOTAL NUMBER	710	691	617	600	460	469	360	251	480
OVER $93000	0	1	0	22	23	8	45	25	24
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5933

NON-MANUFACTURING INDUSTRIES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	45450	0	48750	50550	52350	54200	56100
UPPER QUARTILE	0	0	41300	0	43950	45350	46750	48200	49700
MEDIAN	0	0	36300	0	38400	39500	40650	41800	42950
LOWER QUARTILE	0	0	33550	0	35400	36350	37300	38300	39300
LOWER DECILE	0	0	27900	0	29800	30750	31750	32800	33850
MEAN	0	0	37400	0	39750	40900	42150	43400	44700
TOTAL NUMBER	1	4	5	4	11	18	23	51	39
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60100	66350	72800	79050	84750	89350	92350	93350	86600
UPPER QUARTILE	52750	57550	62400	67150	71600	75450	78350	80300	78000
MEDIAN	45350	49100	52900	56650	60150	63300	65800	67950	67600
LOWER QUARTILE	41300	44400	47500	50450	53200	55550	57400	58800	58050
LOWER DECILE	35950	39200	42350	45300	47800	49750	51000	51350	48950
MEAN	47300	51350	55450	59450	63100	66200	68550	70150	68150
TOTAL NUMBER	191	301	307	281	232	213	182	159	242
OVER $93000	0	1	0	22	23	8	45	25	5
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2273

NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35150	36450	37800	39200	40600	42050	43550	45100	46700
UPPER QUARTILE	31700	33100	34450	35800	37150	38500	39850	41200	42500
MEDIAN	28100	29400	30700	32000	33250	34500	35700	36900	38050
LOWER QUARTILE	25550	26800	28000	29200	30400	31500	32600	33650	34600
LOWER DECILE	24000	25100	26200	27250	28250	29200	30150	31000	31800
MEAN	29000	30250	31500	32750	33950	35200	36400	37600	38800
TOTAL NUMBER	14	58	91	126	120	140	182	207	188
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49900	54850	59800	64550	68750	72150	74550	76050	74500
UPPER QUARTILE	45000	48500	51600	54250	56400	58150	59450	60600	61400
MEDIAN	40250	43100	45500	47400	48850	49950	50750	51350	51800
LOWER QUARTILE	36400	38650	40400	41700	42600	43250	43700	44000	44200
LOWER DECILE	33300	35100	36450	37450	38150	38600	38900	39150	39250
MEAN	41000	44100	46750	49000	50850	52250	53300	54200	54850
TOTAL NUMBER	518	389	310	318	228	256	178	91	238
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3659

NON-MANUFACTURING INDUSTRIES, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35300	0	0	0	44800	47350	49950	52600	55200
UPPER QUARTILE	38300	0	0	0	43900	45350	46800	48300	49800
MEDIAN	40050	0	0	0	43000	43750	44550	45350	46200
LOWER QUARTILE	34550	0	0	0	38050	38950	39850	40700	41550
LOWER DECILE	28250	0	0	0	32000	32950	33900	34850	35800
MEAN	35950	0	0	0	40800	42050	43300	44550	45800
TOTAL NUMBER	6	0	1	0	6	13	24	20	29
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60450	67850	74250	79250	82850	85150	86400	87050	87150
UPPER QUARTILE	52800	57200	61500	65550	69200	72400	75150	78000	80950
MEDIAN	47850	50450	53150	55950	58850	61800	64750	68750	75450
LOWER QUARTILE	43300	45750	48050	50200	52100	53800	55200	56700	58350
LOWER DECILE	37650	40350	42750	44850	46550	47850	48700	49300	49300
MEAN	48300	51950	55450	58650	61550	64050	66150	68300	70500
TOTAL NUMBER	100	202	142	220	215	135	113	43	219
OVER $93000	0	0	0	20	0	1	1	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1496

NON-MANUFACTURING INDUSTRIES, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39350	0	0	0	0	0	0	0	0
UPPER QUARTILE	38400	0	0	0	0	0	0	0	0
MEDIAN	40950	0	0	0	0	0	0	0	0
LOWER QUARTILE	40200	0	0	0	0	0	0	0	0
LOWER DECILE	37500	0	0	0	0	0	0	0	0
MEAN	38950	0	0	0	0	0	0	0	0
TOTAL NUMBER	5	0	0	0	0	4	0	1	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	67350	73850	78850	82400	84750	86250	87150	87750	88100
UPPER QUARTILE	62300	67400	71250	74050	75950	77200	77950	78500	78800
MEDIAN	53650	57250	60650	63800	66550	68950	71000	73100	75200
LOWER QUARTILE	47750	50150	52500	54850	57150	59450	61600	64250	68100
LOWER DECILE	44550	46450	48250	49900	51350	52650	53750	54900	56250
MEAN	54800	58900	62450	65450	67850	69700	71100	72350	73300
TOTAL NUMBER	19	60	50	100	75	60	42	17	95
OVER $93000	0	0	0	20	0	1	1	0	20
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 538

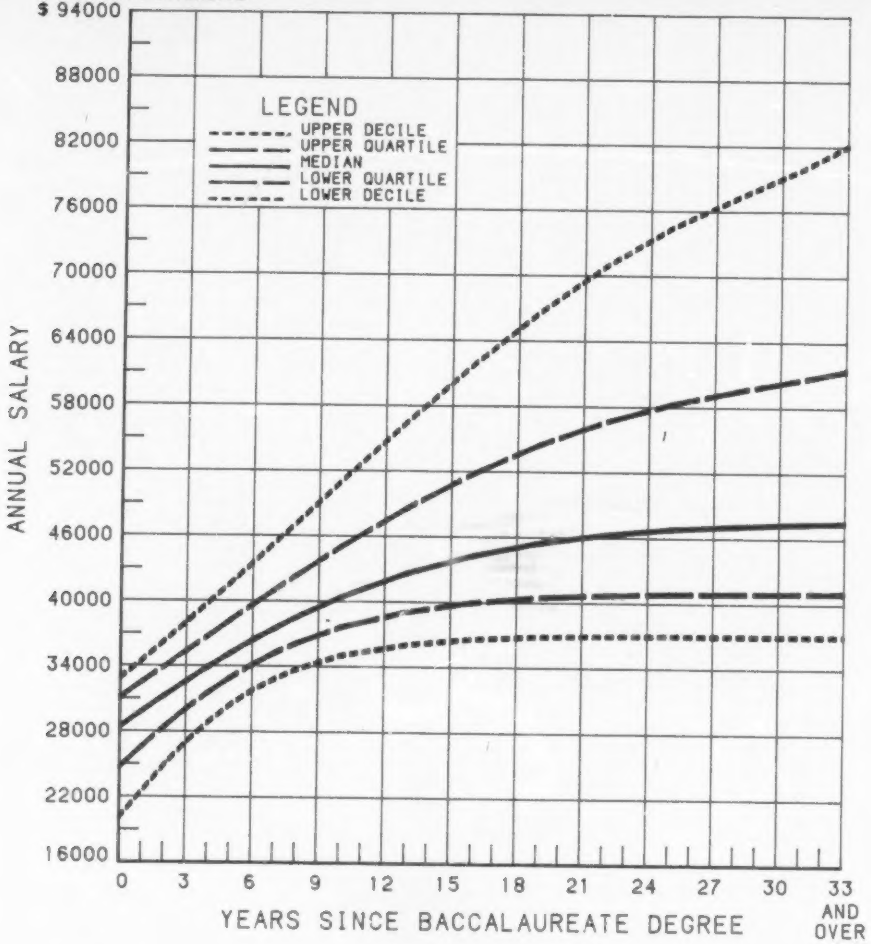
NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44300	45850	47450	49050	50650
UPPER QUARTILE	0	0	0	0	44350	45350	46400	47400	48450
MEDIAN	0	0	0	0	41700	42450	43250	44000	44800
LOWER QUARTILE	0	0	0	0	36600	37550	38450	39400	40300
LOWER DECILE	0	0	0	0	29850	30950	32050	33100	34150
MEAN	0	0	0	0	40150	41100	42100	43050	44050
TOTAL NUMBER	0	0	0	0	6	8	23	19	25
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53900	58800	63600	68200	72400	76150	79400	82850	86400
UPPER QUARTILE	50600	53900	57300	60800	64300	67750	71150	75450	81750
MEDIAN	46400	48800	51200	53600	55950	58200	60400	63100	66950
LOWER QUARTILE	42050	44450	46600	48500	50050	51350	52400	53400	54300
LOWER DECILE	36200	39000	41400	43300	44750	45800	46450	46900	47150
MEAN	46050	49000	51950	54750	57450	59900	62150	64700	67800
TOTAL NUMBER	80	142	91	120	139	75	71	26	124
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 957

COMMUNICATIONS
ALL ENGINEERS

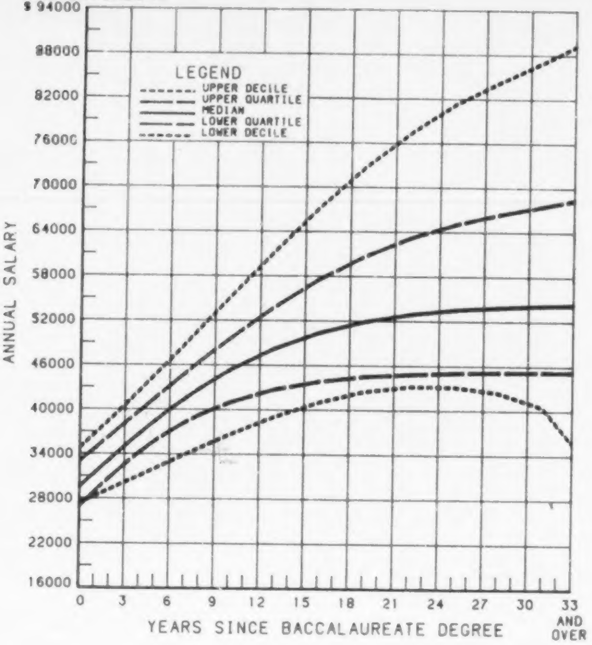


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32900	34550	36300	38050	39850	41650	43500	45400	47250
UPPER QUARTILE	31100	32550	33950	35400	36800	38250	39650	41050	42400
MEDIAN	28400	29850	31250	32600	33950	35200	36400	37500	38550
LOWER QUARTILE	24700	26600	28400	30050	31600	32950	34150	35250	36150
LOWER DECILE	20050	22500	24850	27000	28850	30450	31800	32850	33750
MEAN	28200	29700	31150	32600	34050	35450	36850	38150	39450
TOTAL NUMBER	53	44	61	39	104	127	109	77	87
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0

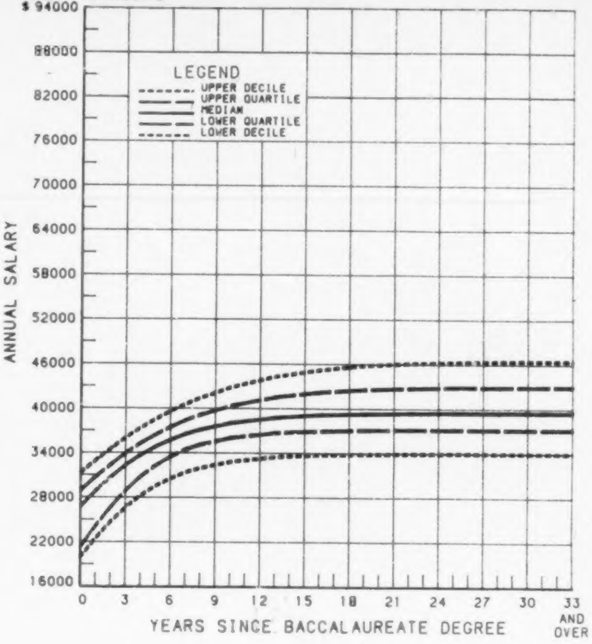
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51050	56600	61900	66700	70950	74500	77300	80000	82100
UPPER QUARTILE	45050	48650	51850	54500	56650	58300	59550	60650	61450
MEDIAN	40400	42650	44300	45500	46300	46850	47150	47400	47500
LOWER QUARTILE	37650	39100	40000	40500	40750	40900	40950	41000	41000
LOWER DECILE	35050	36100	36650	36900	37000	37050	37050	37050	37050
MEAN	41850	44950	47500	49500	51000	52050	52750	53300	53600
TOTAL NUMBER	221	378	206	183	146	125	125	80	105
OVER $93000	0	0	0	4	9	8	12	4	15
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2277

COMMUNICATIONS, SUPERVISORY
ALL ENGINEERS



COMMUNICATIONS, NON-SUPERVISORY
ALL ENGINEERS



COMMUNICATIONS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34800	36700	38600	40550	42600	44650	46700	48800	50950
UPPER QUARTILE	33050	34700	36400	38100	39800	41500	43200	44850	46500
MEDIAN	29550	31450	33250	35050	36750	38400	40000	41450	42850
LOWER QUARTILE	26950	28950	30850	32600	34250	35750	37050	38250	39300
LOWER DECILE	27450	28350	29250	30200	31100	32050	33000	33950	34850
MEAN	30250	31950	33650	35350	37000	38650	40250	41800	43300
TOTAL NUMBER	12	10	23	8	33	53	57	38	40
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55200	61450	67400	72800	77450	81350	84400	87200	89250
UPPER QUARTILE	49600	53950	57700	60750	63200	65050	66450	67600	68400
MEDIAN	45350	48300	50450	51950	52950	53600	53950	54200	54300
LOWER QUARTILE	41000	42800	43900	44550	44900	45100	45200	45250	45250
LOWER DECILE	36650	39100	41100	42550	43250	43200	42450	40500	35700
MEAN	46050	49650	52550	54750	56400	57550	58300	58850	59150
TOTAL NUMBER	98	197	108	108	109	88	88	61	76
OVER $93000	0	0	0	4	9	8	12	4	15
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1216

COMMUNICATIONS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31300	33000	34550	36050	37350	38550	39650	40600	41450
UPPER QUARTILE	28900	30750	32400	33950	35300	36450	37500	38400	39150
MEDIAN	26700	28850	30700	32350	33700	34850	35750	36550	37150
LOWER QUARTILE	21250	24100	26650	28900	30800	32300	33500	34450	35150
LOWER DECILE	19900	22450	24700	26600	28250	29550	30550	31400	32000
MEAN	25850	28100	30150	31900	33400	34650	35650	36500	37150
TOTAL NUMBER	41	33	38	30	70	73	51	38	47
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	44350	45250	45850	46150	46350	46450	46500	46500
UPPER QUARTILE	40350	41550	42250	42600	42800	42950	42950	43000	43000
MEDIAN	38050	38800	39200	39350	39450	39500	39500	39500	39500
LOWER QUARTILE	36050	36750	37000	37150	37200	37200	37200	37200	37200
LOWER DECILE	32850	33500	33800	33900	33950	34000	34000	34000	34000
MEAN	38100	38950	39350	39550	39600	39650	39650	39650	39650
TOTAL NUMBER	123	180	97	74	36	36	37	18	29
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1061

COMMUNICATIONS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32550	34200	35900	37650	39400	41200	43050	44900	46800
UPPER QUARTILE	30650	32100	33550	35000	36450	37900	39350	40750	42100
MEDIAN	28400	29750	31100	32400	33650	34850	36000	37050	38100
LOWER QUARTILE	24600	26500	28300	29950	31500	32850	34050	35100	36050
LOWER DECILE	20050	22550	24850	26900	28750	30300	31650	32700	33600
MEAN	28050	29500	30900	32300	33700	35100	36450	37750	39000
TOTAL NUMBER	52	44	57	37	97	121	101	70	75
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50600	56250	61700	66750	71200	75000	78050	81050	83550
UPPER QUARTILE	44800	48450	51650	54350	56500	58150	59350	60400	61100
MEDIAN	39950	42200	43950	45200	46100	46700	47100	47350	47500
LOWER QUARTILE	37500	38950	39800	40300	40550	40700	40750	40800	40800
LOWER DECILE	34850	35950	36500	36700	36850	36900	36900	36900	36900
MEAN	41400	44550	47100	49200	50750	51850	52650	53250	53600
TOTAL NUMBER	207	341	169	146	124	113	109	76	98
OVER $93000	0	0	0	1	6	8	12	4	14
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2044

COMMUNICATIONS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34750	36550	38400	40250	42150	44150	46100	48150	50150
UPPER QUARTILE	32600	34300	36000	37700	39450	41150	42850	44500	46150
MEDIAN	29000	30900	32800	34600	36400	38050	39700	41200	42600
LOWER QUARTILE	27000	28950	30750	32500	34100	35550	36850	38050	39050
LOWER DECILE	26950	27850	28800	29700	30650	31600	32550	33500	34450
MEAN	30100	31750	33400	35050	36650	38250	39850	41350	42800
TOTAL NUMBER	11	10	21	8	31	50	54	34	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54250	60350	66200	71550	76350	80350	83600	86650	89000
UPPER QUARTILE	49300	53600	57300	60350	62700	64550	65850	66950	67650
MEDIAN	45050	48000	50150	51600	52550	53150	53500	53700	53750
LOWER QUARTILE	40750	42550	43600	44300	44650	44850	44950	45000	45000
LOWER DECILE	36300	38850	40950	42450	43250	43200	42850	40500	35600
MEAN	45550	49100	52000	54200	55850	57050	57850	58450	58750
TOTAL NUMBER	91	174	90	86	90	81	82	61	72
OVER $93000	0	0	0	1	6	8	12	4	14
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1085

COMMUNICATIONS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	32400	33950	35350	36650	37850	38950	39900	40750
UPPER QUARTILE	28750	30600	32300	33800	35150	36300	37350	38200	38950
MEDIAN	26650	28750	30650	32300	33650	34750	35700	36400	37000
LOWER QUARTILE	21250	24050	26650	28850	30700	32250	33400	34350	35000
LOWER DECILE	19900	22450	24750	26650	28250	29500	30500	31250	31850
MEAN	25700	27950	29950	31700	33150	34400	35400	36200	36850
TOTAL NUMBER	41	33	35	29	66	71	47	35	43
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42150	43650	44600	45200	45550	45750	45850	45950	45950
UPPER QUARTILE	40100	41200	41800	42150	42350	42450	42500	42500	42500
MEDIAN	37850	38550	38900	39050	39150	39200	39200	39200	39200
LOWER QUARTILE	35950	36600	36900	37000	37050	37050	37050	37050	37050
LOWER DECILE	32600	33200	33450	33550	33600	33600	33600	33600	33600
MEAN	37800	38600	39000	39200	39250	39300	39300	39300	39300
TOTAL NUMBER	116	167	79	59	33	31	26	14	26
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 958

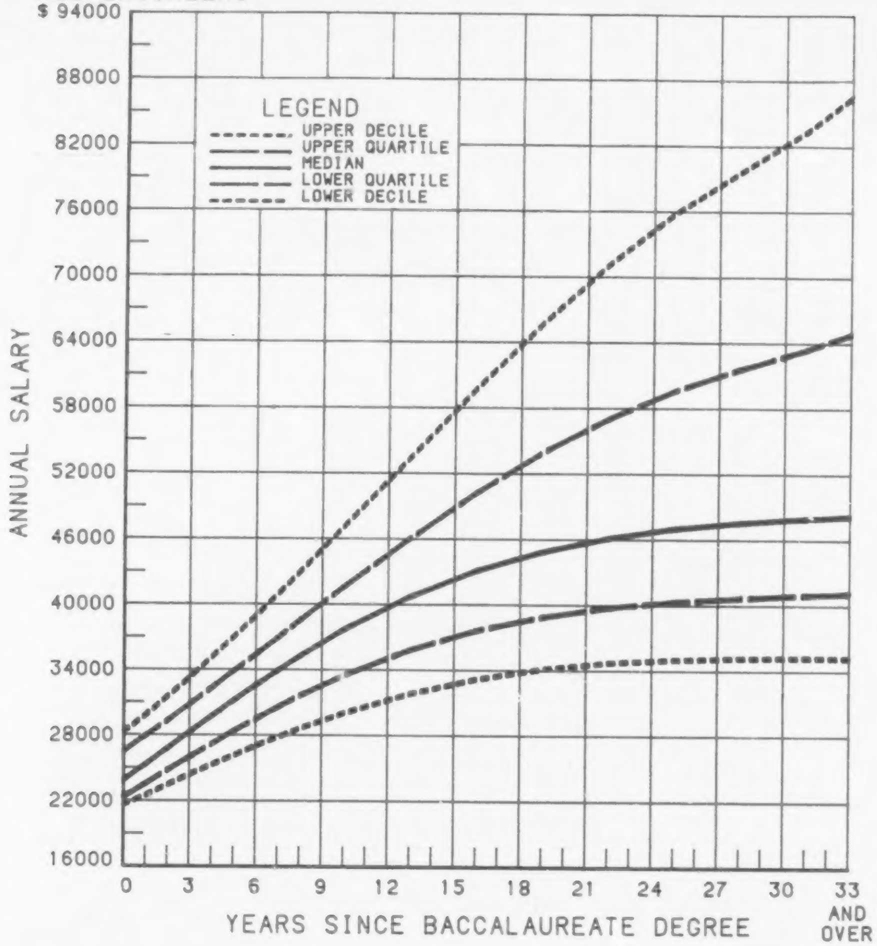
COMMUNICATIONS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44600	0	49950	52350	54550
UPPER QUARTILE	0	0	0	0	43950	0	46000	47000	47950
MEDIAN	0	0	0	0	38550	0	40000	40750	41450
LOWER QUARTILE	0	0	0	0	37050	0	37950	38400	38800
LOWER DECILE	0	0	0	0	34450	0	35500	35950	36400
MEAN	0	0	0	0	40000	0	41950	42900	43800
TOTAL NUMBER	1	0	4	1	6	4	8	6	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58250	62150	64500	65750	66400	66700	66850	0	66950
UPPER QUARTILE	49800	52200	54250	55950	57300	58350	59150	0	60450
MEDIAN	42800	44650	46200	47350	48100	48300	48050	0	43250
LOWER QUARTILE	39550	40600	41450	42100	42550	42750	42750	0	41200
LOWER DECILE	37150	38000	38550	38850	38850	38750	38500	0	37350
MEAN	45500	47650	49350	50650	51500	52050	52300	0	52250
TOTAL NUMBER	12	32	35	36	22	11	16	4	5
OVER $93000	0	0	0	2	2	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 221

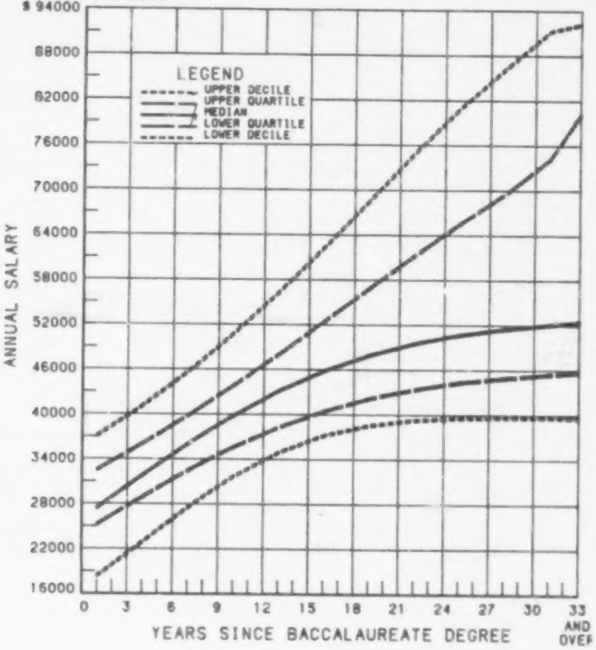
CONSTRUCTION
ALL ENGINEERS



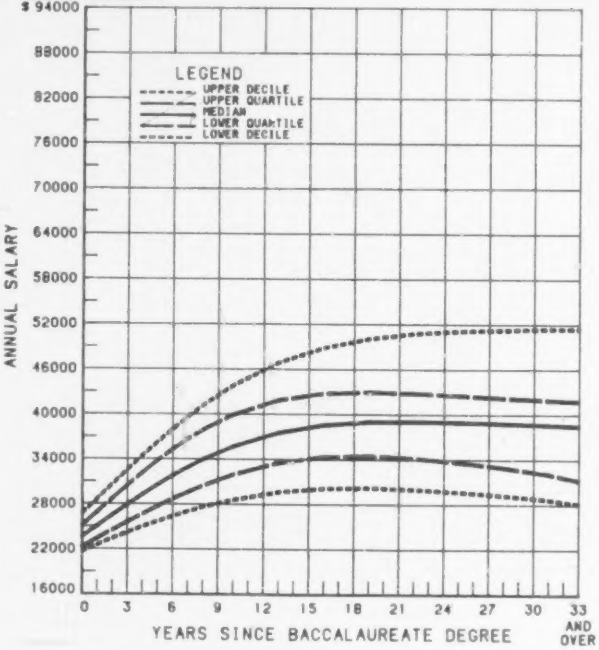
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28250	29850	31550	33300	35150	37000	38950	40950	43000
UPPER QUARTILE	26500	27950	29350	30850	32350	33900	35400	36950	38550
MEDIAN	23850	25300	26800	28300	29750	31200	32600	33950	35250
LOWER QUARTILE	22300	23550	24800	26000	27200	28400	29500	30600	31650
LOWER DECILE	21600	22500	23450	24400	25300	26150	27050	27850	28650
MEAN	24650	26000	27350	28700	30050	31450	32800	34150	35500
TOTAL NUMBER	36	51	90	86	92	80	78	78	64
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47150	53500	59850	65800	71200	75900	79700	83450	86550
UPPER QUARTILE	41650	46100	50300	54000	57100	59650	61650	63450	64850
MEDIAN	37700	40750	43150	44900	46150	47050	47600	48000	48200
LOWER QUARTILE	33500	35850	37650	38900	39800	40350	40700	41000	41150
LOWER DECILE	30050	31850	33200	34150	34750	35050	35200	35250	35200
MEAN	38150	41800	45050	47750	49950	51600	52850	53900	54650
TOTAL NUMBER	256	174	148	126	103	83	52	66	135
OVER $93000	0	0	0	0	3	6	4	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1805



CONSTRUCTION, SUPERVISORY
ALL ENGINEERS



CONSTRUCTION, NON-SUPERVISORY
ALL ENGINEERS

CONSTRUCTION, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37100	0	39750	41150	42650	44150	45700	47350
UPPER QUARTILE	0	32550	0	34850	36050	37250	38550	39800	41150
MEDIAN	0	27400	0	30350	31800	33200	34600	36000	37300
LOWER QUARTILE	0	25200	0	27700	28900	30100	31300	32450	33550
LOWER DECILE	0	18350	0	21350	22900	24450	26000	27500	28950
MEAN	0	28900	0	31350	32650	33900	35200	36500	37800
TOTAL NUMBER	3	7	2	12	30	23	33	35	35
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	56350	62350	68600	74950	81000	86250	91300	92200
UPPER QUARTILE	43850	48050	52450	56900	61300	65550	69500	74200	80100
MEDIAN	39800	43150	45850	47950	49550	50700	51500	52100	52450
LOWER QUARTILE	35600	38250	40450	42150	43400	44350	44950	45450	45750
LOWER DECILE	31650	34900	37200	38550	39300	39600	39700	39700	39650
MEAN	40350	44100	47600	50800	53500	55800	57650	59450	61000
TOTAL NUMBER	118	100	100	77	74	58	39	49	106
OVER $93000	0	0	0	0	3	6	4	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 912

CONSTRUCTION, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26700	28650	30600	32550	34450	36250	38000	39650	41200
UPPER QUARTILE	25100	26900	28700	30450	32150	33800	35300	36700	37900
MEDIAN	23600	25050	26500	27900	29250	30550	31800	32900	33950
LOWER QUARTILE	22250	23400	24500	25600	26650	27700	28700	29600	30450
LOWER DECILE	21650	22550	23400	24200	25000	25700	26400	27050	27650
MEAN	23750	25250	26700	28150	29550	30850	32100	33250	34250
TOTAL NUMBER	32	43	87	74	61	57	44	43	28
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43850	46900	48900	50100	50800	51150	51300	51450	51450
UPPER QUARTILE	39950	41900	42800	43000	42650	42550	42250	41950	41800
MEDIAN	35700	37550	38600	39050	39100	39000	38850	38650	38500
LOWER QUARTILE	31950	33550	34350	34500	34200	33650	32950	32100	31200
LOWER DECILE	28600	29650	30150	30250	30050	29700	29250	28700	28100
MEAN	36000	37850	38850	39250	39350	39250	39150	38950	38850
TOTAL NUMBER	137	73	48	49	28	24	12	16	28
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 893

CONSTRUCTION, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28050	29600	31200	32900	34600	36400	38250	40100	42050
UPPER QUARTILE	26400	27800	29200	30700	32200	33700	35200	36750	38300
MEDIAN	23650	25150	26650	28150	29650	31100	32550	33900	35200
LOWER QUARTILE	22200	23450	24700	25900	27150	28300	29450	30500	31550
LOWER DECILE	21350	22400	23400	24350	25300	26250	27150	28000	28800
MEAN	24350	25700	27050	28450	29850	31250	32650	34050	35400
TOTAL NUMBER	32	50	88	84	86	77	66	71	53
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45950	52000	58050	63800	69100	73700	77550	81350	84600
UPPER QUARTILE	41350	45800	49950	53600	56700	59200	61150	62900	64300
MEDIAN	37600	40600	42950	44650	45800	46600	47150	47500	47700
LOWER QUARTILE	33400	35700	37400	38650	39450	40000	40350	40600	40750
LOWER DECILE	30250	31950	33200	34000	34450	34700	34750	34750	34700
MEAN	38050	41650	44800	47400	49450	50950	52100	53050	53650
TOTAL NUMBER	226	145	135	108	93	66	44	60	130
OVER $93000	0	0	0	0	3	3	0	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1621

CONSTRUCTION, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37550	0	40050	41350	42700	44150	45600	47100
UPPER QUARTILE	0	33100	0	35200	36250	37350	38500	39650	40850
MEDIAN	0	27450	0	30250	31650	33000	34350	35700	36950
LOWER QUARTILE	0	24900	0	27550	28850	30100	31300	32450	33600
LOWER DECILE	0	17100	0	20500	22250	24000	25800	27500	29150
MEAN	0	29050	0	31450	32700	33950	35200	36450	37700
TOTAL NUMBER	0	7	2	12	26	22	29	35	28
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50250	55350	60800	66550	72450	78200	83500	89200	93100
UPPER QUARTILE	43300	47150	51250	55450	59800	64100	68300	73550	80950
MEDIAN	39400	42650	45350	47450	49100	50300	51150	51800	52200
LOWER QUARTILE	35650	38300	40400	41950	43100	43850	44400	44800	45000
LOWER DECILE	32100	35500	37600	38650	39100	39150	39100	39000	38900
MEAN	40150	43800	47150	50250	52900	55150	57000	58800	60350
TOTAL NUMBER	99	81	90	63	66	47	32	44	102
OVER $93000	0	0	0	0	3	3	0	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 792

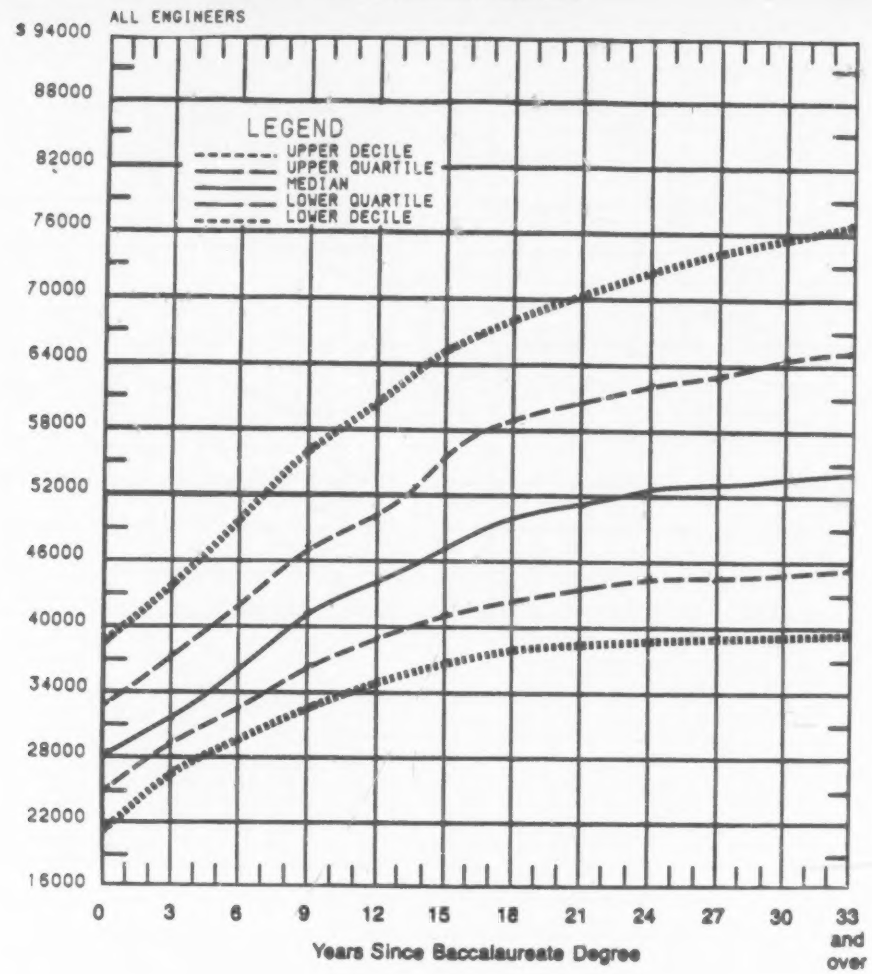
CONSTRUCTION, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26700	28650	30550	32500	34400	36200	37950	39600	41150
UPPER QUARTILE	25150	26900	28650	30350	32050	33650	35200	36600	37950
MEDIAN	23550	25000	26400	27800	29100	30400	31600	32700	33700
LOWER QUARTILE	22250	23350	24450	25500	26550	27550	28550	29450	30250
LOWER DECILE	21700	22500	23350	24150	24900	25600	26250	26900	27450
MEAN	23750	25200	26650	28050	29400	30700	31900	33050	34100
TOTAL NUMBER	31	43	85	72	60	55	37	36	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43850	46950	49050	50300	51050	51500	51700	51850	51900
UPPER QUARTILE	40100	42350	43400	43700	43500	43100	4[illegible]650	42200	41850
MEDIAN	35450	37300	38300	38800	38900	38850	[illegible]700	38500	38400
LOWER QUARTILE	31700	33250	34050	34200	33950	33400	32750	31950	31050
LOWER DECILE	28400	29400	29900	30050	29850	29550	29150	28600	28050
MEAN	35850	37700	38750	39250	39350	39250	39150	38950	38800
TOTAL NUMBER	127	64	45	44	27	19	12	15	27
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 828

DESIGN, CONSULTING AND ENGINEERING SERVICES

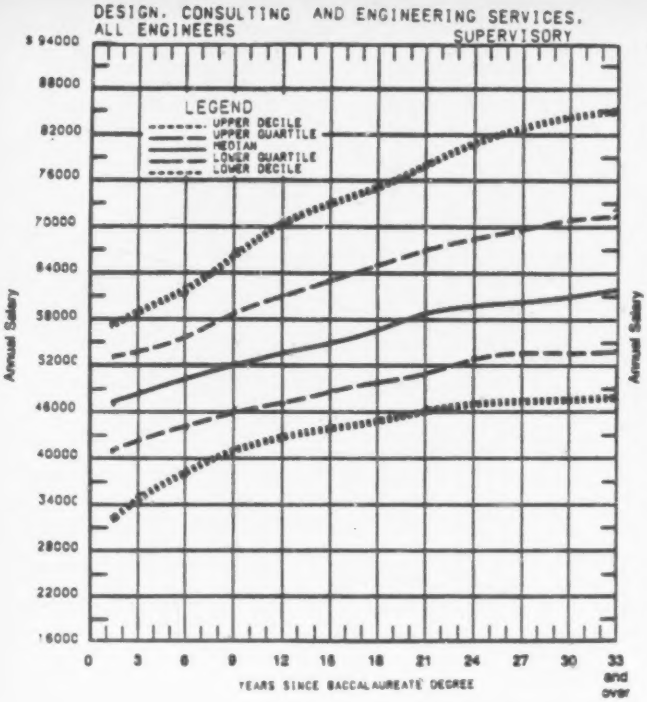


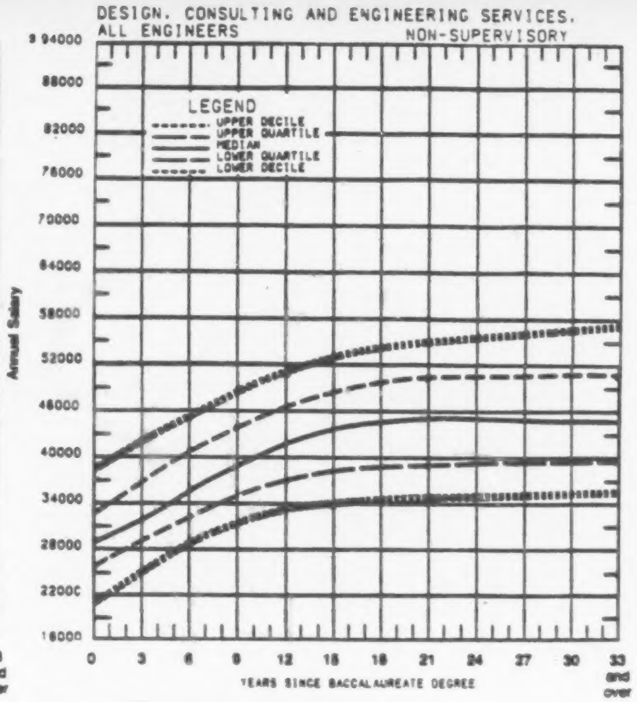
DESIGN, CONSULTING AND ENGINEERING SERVICES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38700	40400	42150	43850	45600	47350	49050	50750	52450
UPPER QUARTILE	33500	34850	36250	37650	39050	40500	41900	43350	44750
MEDIAN	28000	29350	30750	32150	33550	34900	36300	37650	38950
LOWER QUARTILE	25250	26450	27650	28850	30050	31200	32350	33450	34500
LOWER DECILE	21900	23200	24450	25650	26800	27950	29000	30050	31000
MEAN	29250	30650	32100	33550	35000	36450	37850	39200	40550
TOTAL NUMBER	389	363	308	450	439	378	354	372	338
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55700	60200	64250	67650	70500	72750	74450	75950	77000
UPPER QUARTILE	47550	51550	55100	58100	60500	62300	63500	64450	64950
MEDIAN	41450	44850	47600	49750	51300	52350	53000	53500	53800
LOWER QUARTILE	36500	39050	41100	42600	43650	44300	44700	45000	45150
LOWER DECILE	32650	34700	36250	37300	38050	38550	38800	39000	39100
MEAN	43050	46400	49200	51400	53050	54250	55050	55750	56200
TOTAL NUMBER	1215	1112	895	819	516	489	386	433	844
OVER $93000	2	8	3	12	5	5	13	16	22
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 10100





DESIGN, CONSULTING AND ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	57450	0	59500	60550	61650	62700	63750	64800
UPPER QUARTILE	0	52250	0	53750	54500	55250	56000	56750	57500
MEDIAN	0	47400	0	48600	49150	49750	50300	50850	51450
LOWER QUARTILE	0	41050	0	42200	42750	43300	43850	44400	44950
LOWER DECILE	0	32150	0	34350	35400	36400	37350	38250	39100
MEAN	0	46950	0	48400	49100	49800	50500	51200	51900
TOTAL NUMBER	3	7	4	9	18	35	38	53	60
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66950	70050	73100	75900	78500	80730	82550	84250	84950
UPPER QUARTILE	58950	61150	63200	65150	66900	68450	69800	71150	72150
MEDIAN	52550	54150	55700	57100	58400	59550	60500	61500	62350
LOWER QUARTILE	46000	47500	48950	50250	51350	52300	53050	53700	53750
LOWER DECILE	40650	42600	44100	45250	46100	46700	47100	47350	47500
MEAN	53250	55250	57150	58850	60400	61700	62750	63650	63800
TOTAL NUMBER	269	420	393	417	254	223	228	275	489
OVER $93000	2	8	3	12	5	5	13	16	22
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3195

DESIGN, CONSULTING AND ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38900	40100	41250	42350	43450	44450	45450	46400	47250
UPPER QUARTILE	33400	34600	35750	36900	38000	39100	40150	41200	42200
MEDIAN	28050	29350	30600	31900	33100	34300	35450	36550	37600
LOWER QUARTILE	25300	26450	27600	28750	29800	30850	31850	32800	33650
LOWER DECILE	21800	23150	24450	25700	26800	27850	28800	29650	30400
MEAN	29350	30550	31750	32950	34100	35200	36250	37250	38150
TOTAL NUMBER	386	356	304	441	421	343	316	319	278
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48850	50900	52450	53650	54500	55100	55500	55800	56050
UPPER QUARTILE	44000	46300	48100	49350	50200	50650	50800	50800	50600
MEDIAN	39450	41700	43250	44250	44800	45050	45050	45000	44800
LOWER QUARTILE	35150	36950	38200	38950	39400	39650	39700	39750	39750
LOWER DECILE	31650	33050	33900	34450	34750	34950	35000	35050	35050
MEAN	39850	41850	43250	44200	44750	45050	45200	45250	45250
TOTAL NUMBER	946	692	502	402	262	266	158	158	355
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 6905

DESIGN, CONSULTING AND ENGINEERING SERVICES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39050	40750	42450	44100	45800	47500	49150	50800	52400
UPPER QUARTILE	33950	35300	36700	38050	39450	40800	42200	43550	44900
MEDIAN	28150	29550	30950	32350	33750	35150	36500	37800	39050
LOWER QUARTILE	25200	26450	27700	28900	30100	31250	32350	33400	34450
LOWER DECILE	21850	23050	24250	25450	26550	27650	28700	29650	30600
MEAN	29450	30850	32250	33700	35100	36450	37800	39100	40400
TOTAL NUMBER	376	324	265	373	366	288	269	256	206
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55500	59800	63550	66750	69350	71400	72950	74300	75300
UPPER QUARTILE	47500	51200	54500	57300	59550	61300	62600	63750	64700
MEDIAN	41500	44650	47200	49200	50700	51800	52500	53100	53500
LOWER QUARTILE	36300	38650	40500	41900	42900	43600	44050	44450	44650
LOWER DECILE	32200	34200	35650	36650	37350	37800	38100	38300	38400
MEAN	42800	45950	48600	50700	52300	53500	54350	55000	55450
TOTAL NUMBER	834	722	546	484	295	280	248	323	676
OVER $93000	2	4	1	7	3	3	6	10	16
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 7131

DESIGN, CONSULTING AND ENGINEERING SERVICES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	60400	61300	62150	63050	63900	64800
UPPER QUARTILE	0	0	0	55750	56300	56850	57400	57950	58450
MEDIAN	0	0	0	50750	51150	51500	51900	52300	52650
LOWER QUARTILE	0	0	0	44000	44350	44700	45100	45400	45750
LOWER DECILE	0	0	0	37300	37750	38200	38650	39100	39550
MEAN	0	0	0	50250	50800	51300	51800	52300	52800
TOTAL NUMBER	3	4	2	7	16	22	34	40	39
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66550	69150	71650	74050	76300	78350	80150	82100	84000
UPPER QUARTILE	59550	61100	62650	64150	65550	66900	68200	69700	71800
MEDIAN	53400	54500	55550	56600	57600	58550	59400	60500	62050
LOWER QUARTILE	46450	47450	48400	49350	50200	51000	51750	52650	53850
LOWER DECILE	40400	41650	42850	43950	44900	45800	46500	47200	47700
MEAN	53750	55200	56600	57900	59100	60250	61250	62350	63700
TOTAL NUMBER	165	250	204	247	154	129	145	198	389
OVER $93000	2	4	1	7	3	3	6	10	16
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2048

DESIGN, CONSULTING AND ENGINEERING SERVICES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39100	40300	41450	42600	43700	44700	45700	46650	47550
UPPER QUARTILE	33900	35050	36200	37350	38450	39500	40550	41550	42450
MEDIAN	28100	29500	30850	32150	33450	34650	35800	36900	37900
LOWER QUARTILE	25150	26400	27650	28800	29950	30950	31950	32850	33650
LOWER DECILE	21650	23000	24350	25550	26650	27650	28550	29350	30050
MEAN	29400	30700	31900	33100	34250	35350	36350	37300	38200
TOTAL NUMBER	373	320	263	366	350	266	235	216	167
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49150	51150	52700	53850	54650	55200	55600	55900	56100
UPPER QUARTILE	44200	46400	48050	49250	50050	50500	50700	50800	50700
MEDIAN	39650	41700	43050	43900	44300	44500	44500	44500	44450
LOWER QUARTILE	35050	36650	37700	38350	38750	39000	39150	39250	39300
LOWER DECILE	31200	32350	33100	33500	33750	33900	33950	34000	34000
MEAN	39800	41650	42950	43800	44300	44600	44800	44900	44950
TOTAL NUMBER	669	472	342	237	141	151	103	125	287
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 5083

DESIGN, CONSULTING AND ENGINEERING SERVICES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35100	37000	38950	40900	42900	44900	46900	48900	50850
UPPER QUARTILE	28750	30550	32400	34300	36200	38100	40000	41850	43650
MEDIAN	26550	28000	29450	30950	32450	33950	35450	36900	38350
LOWER QUARTILE	25050	26250	27450	28650	29900	31050	32250	33400	34550
LOWER DECILE	24150	25100	26000	26950	27900	28850	29750	30600	31500
MEAN	27850	29350	30950	32500	34050	35650	37150	38700	40150
TOTAL NUMBER	13	39	43	77	68	81	80	109	116
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54650	59950	64600	68500	71600	74000	75750	77250	78250
UPPER QUARTILE	47100	51750	55600	58600	60850	62450	63550	64450	64950
MEDIAN	41050	44700	47700	50000	51700	52850	53600	54200	54600
LOWER QUARTILE	36650	39450	41700	43400	44550	45300	45700	45900	45950
LOWER DECILE	33100	35300	37050	38400	39400	40000	40350	40600	40600
MEAN	42950	46650	49750	52100	53850	55100	55950	56650	57100
TOTAL NUMBER	349	340	304	273	179	170	116	97	140
OVER $93000	0	3	0	2	1	1	5	6	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2594

DESIGN, CONSULTING AND ENGINEERING SERVICES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	68950	0	68800	68850
UPPER QUARTILE	0	0	0	0	0	54400	0	55800	56500
MEDIAN	0	0	0	0	0	46300	0	47900	48750
LOWER QUARTILE	0	0	0	0	0	41150	0	42800	43600
LOWER DECILE	0	0	0	0	0	33850	0	36300	37450
MEAN	0	0	0	0	0	49050	0	50500	51250
TOTAL NUMBER	0	3	2	2	1	9	3	11	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	69400	70800	72900	75400	78250	81150	84000	87300	90850
UPPER QUARTILE	57900	60050	62200	64350	66450	68450	70400	72800	76400
MEDIAN	50350	52750	55100	57300	59300	61050	62500	63850	64450
LOWER QUARTILE	45150	47350	49350	51100	52550	53700	54550	55250	55650
LOWER DECILE	39700	42650	45050	46800	47950	48650	48950	48950	48700
MEAN	52700	54900	57000	59000	60800	62450	63900	65350	66550
TOTAL NUMBER	89	142	164	127	78	74	68	66	86
OVER $93000	0	3	0	2	1	1	5	6	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 939

DESIGN, CONSULTING AND ENGINEERING SERVICES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33800	35750	37650	39400	41050	42600	44000	45300	46500
UPPER QUARTILE	28250	30200	32100	33950	35700	37350	38900	40300	41550
MEDIAN	26700	28050	29450	30800	32100	33400	34650	35850	37000
LOWER QUARTILE	25400	26500	27600	28700	29750	30750	31750	32700	33600
LOWER DECILE	24550	25350	26150	26950	27750	28500	29300	30050	30750
MEAN	27850	29250	30600	31950	33300	34550	35750	36900	38000
TOTAL NUMBER	13	36	41	75	67	72	77	98	102
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48450	50650	52100	53050	53650	54000	54150	54300	54350
UPPER QUARTILE	43700	46150	47750	48750	49400	49750	49950	50100	50100
MEDIAN	39050	41550	43350	44450	45100	45400	45500	45450	45350
LOWER QUARTILE	35300	37350	38850	39850	40400	40700	40750	40650	40400
LOWER DECILE	32150	34000	35450	36450	36950	37000	36700	35900	34050
MEAN	39900	42100	43650	44600	45150	45450	45550	45550	45550
TOTAL NUMBER	260	198	140	146	101	96	48	31	54
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1655

DESIGN, CONSULTING AND ENGINEERING SERVICES, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	58500
UPPER QUARTILE	0	0	0	0	0	0	0	0	53500
MEDIAN	0	0	0	0	0	0	0	0	48200
LOWER QUARTILE	0	0	0	0	0	0	0	0	46050
LOWER DECILE	0	0	0	0	0	0	0	0	43600
MEAN	0	0	0	0	0	0	0	0	50000
TOTAL NUMBER	0	0	0	0	1	4	1	2	7
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	67400	78550	85550	88450	88500	87200	85550	83800	82450
UPPER QUARTILE	59150	66250	71150	73900	74950	74950	74400	73550	72700
MEDIAN	52450	57700	61250	63050	63500	63050	62200	60900	59550
LOWER QUARTILE	47950	50350	52150	53300	53750	53700	53200	52050	49850
LOWER DECILE	45000	46750	48150	49000	49250	48950	48100	46200	41300
MEAN	54350	59700	63300	65200	65650	65100	64100	62650	60950
TOTAL NUMBER	15	28	25	43	22	20	15	11	14
OVER $93000	0	1	2	3	1	1	2	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 208

DESIGN, CONSULTING AND ENGINEERING SERVICES, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	45200	48150	51250	54350	57450
UPPER QUARTILE	0	0	0	0	44950	46750	48550	50300	52050
MEDIAN	0	0	0	0	39650	40750	41850	42950	44050
LOWER QUARTILE	0	0	0	0	34350	35300	36200	37100	38050
LOWER DECILE	0	0	0	0	29150	29900	30700	31450	32250
MEAN	0	0	0	0	38950	40450	42000	43500	45000
TOTAL NUMBER	0	0	0	0	5	9	5	7	16
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	63550	71900	78250	82100	83550	83050	81450	78750	75150
UPPER QUARTILE	55350	59750	63150	65450	66650	66850	66400	65100	62650
MEDIAN	46200	49200	51850	53900	55250	55850	55650	54200	49550
LOWER QUARTILE	39850	42450	44850	46800	48250	49050	49100	48100	43800
LOWER DECILE	33850	36150	38350	40250	41800	42900	43450	43200	40400
MEAN	47900	51850	55150	57550	58900	59350	58950	57550	54500
TOTAL NUMBER	32	50	45	62	42	39	22	13	28
OVER $93000	0	1	2	3	1	1	2	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 375

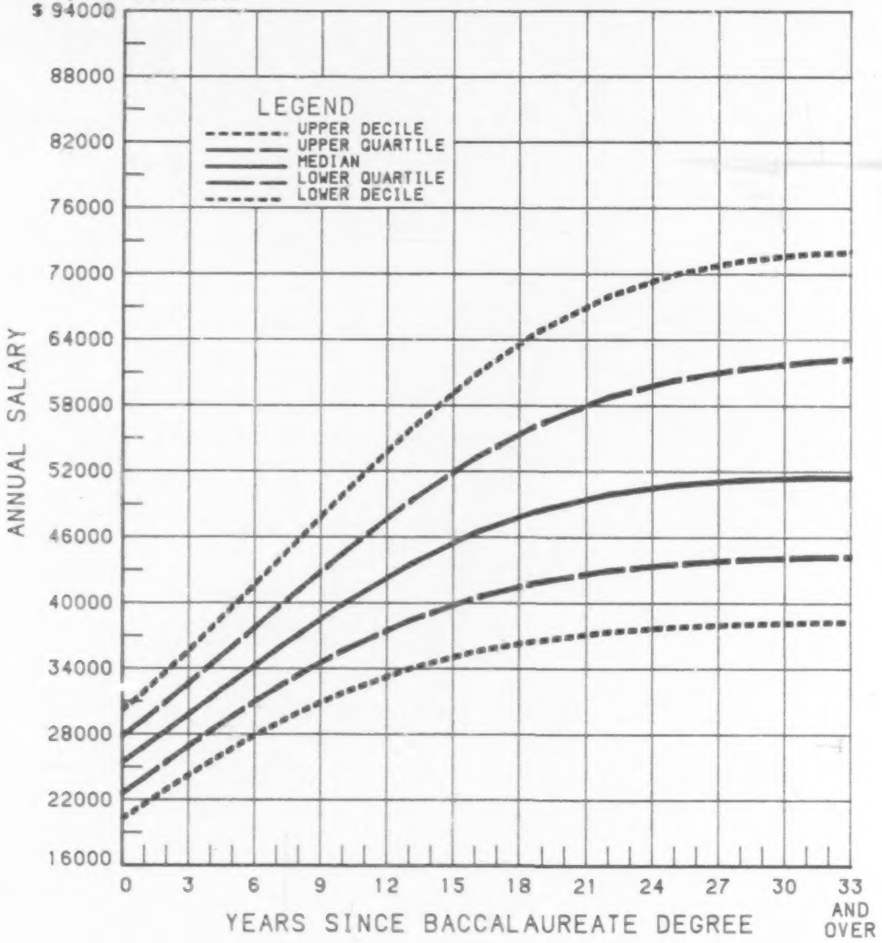
DESIGN, CONSULTING AND ENGINEERING SERVICES, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	47250	0	48900	49700
UPPER QUARTILE	0	0	0	0	0	40950	0	42650	43500
MEDIAN	0	0	0	0	0	37150	0	38600	39350
LOWER QUARTILE	0	0	0	0	0	31750	0	33200	33900
LOWER DECILE	0	0	0	0	0	30100	0	31100	31600
MEAN	0	0	0	0	0	37400	0	38900	39650
TOTAL NUMBER	0	0	0	0	4	5	4	5	9
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51250	53500	55450	57100	58350	59150	59450	0	56300
UPPER QUARTILE	45150	47500	49600	51350	52700	53500	53800	0	50150
MEDIAN	40800	42850	44750	46350	47650	48550	49000	0	46650
LOWER QUARTILE	35300	37400	39350	41150	42700	43900	44700	0	43700
LOWER DECILE	32600	34050	35350	36550	37550	38350	38900	0	38500
MEAN	41050	43150	45050	46700	48000	48950	49450	0	47300
TOTAL NUMBER	17	22	20	19	20	19	7	2	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 167

CONSULTANTS
ALL ENGINEERS

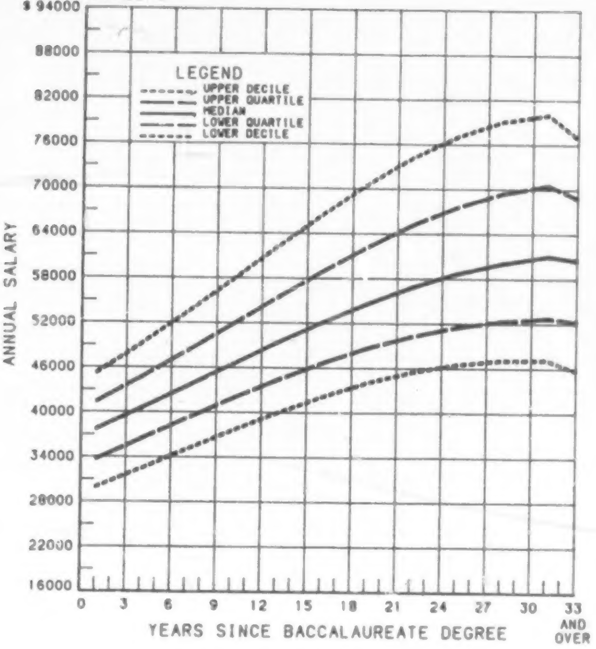


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31900	33750	35650	37650	39650	41700	43750	45800
UPPER QUARTILE	27800	29350	31000	32650	34350	36050	37750	39500	41200
MEDIAN	25400	26850	28300	29800	31300	32800	34250	35750	37150
LOWER QUARTILE	22550	24000	25450	26900	28300	29650	31000	32250	33450
LOWER DECILE	20250	21600	22950	24250	25500	26700	27900	28950	30000
MEAN	25500	26950	28450	29950	31500	33000	34550	36050	37550
TOTAL NUMBER	207	217	227	251	239	231	237	229	228
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

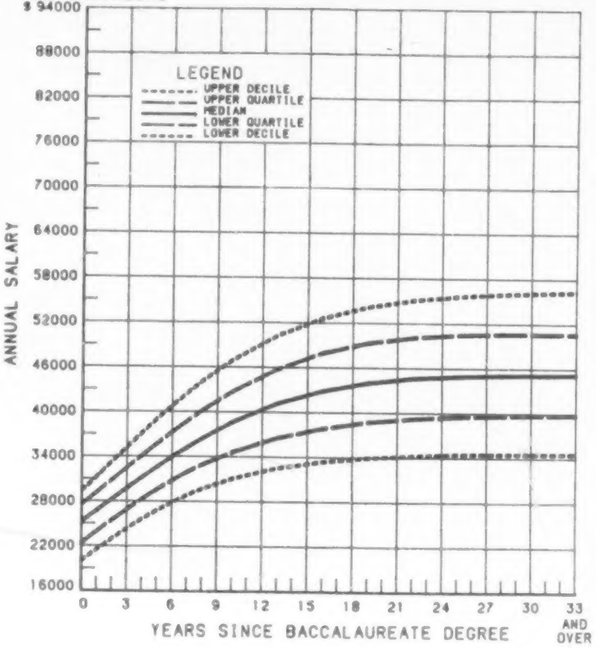
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49900	55750	60850	65000	68000	70000	71200	71850	72000
UPPER QUARTILE	44550	49250	53250	56450	58800	60350	61350	62000	62300
MEDIAN	39900	43500	46450	48550	49950	50800	51250	51450	51450
LOWER QUARTILE	35650	38400	40500	42000	43000	43600	44000	44200	44250
LOWER DECILE	31800	34000	35600	36650	37400	37850	38100	38250	38300
MEAN	40450	44350	47500	49900	51600	52650	53250	53650	53750
TOTAL NUMBER	824	774	592	494	365	339	262	232	519
OVER $93000	0	0	0	1	1	2	6	9	6
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 6477

CONSULTANTS, SUPERVISORY
ALL ENGINEERS



CONSULTANTS, NON-SUPERVISORY
ALL ENGINEERS



CONSULTANTS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	45250	0	47850	49200	50600	0	53400	54850
UPPER QUARTILE	0	41400	0	43600	44700	45850	0	48200	49400
MEDIAN	0	37700	0	39600	40550	41500	0	43450	44450
LOWER QUARTILE	0	33700	0	35500	36450	37350	0	39150	40050
LOWER DECILE	0	29950	0	31650	32450	33300	0	35050	35850
MEAN	0	37850	0	39800	40800	41850	0	43900	44950
TOTAL NUMBER	3	6	3	6	6	15	3	18	18
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57750	62200	66550	70650	74250	77150	79100	80000	76800
UPPER QUARTILE	51800	55400	58950	62250	65250	67650	69450	70550	68800
MEDIAN	46400	49350	52100	54650	56900	58750	60100	61050	60500
LOWER QUARTILE	41850	44350	46650	48700	50300	51550	52350	52750	52250
LOWER DECILE	37550	39950	42150	44050	45500	46550	47100	47150	45700
MEAN	47050	50250	53350	56200	58700	60750	62200	63050	61300
TOTAL NUMBER	184	280	270	223	178	141	142	124	258
OVER $93000	0	0	0	1	1	2	6	9	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1847

CONSULTANTS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	31300	33300	35250	37150	39050	40800	42500	44100
UPPER QUARTILE	27550	29200	30850	32500	34150	35750	37300	38750	40200
MEDIAN	25250	26750	28250	29750	31200	32600	34000	35250	36450
LOWER QUARTILE	22350	23950	25450	26900	28300	29600	30800	31950	32950
LOWER DECILE	20000	21500	22950	24350	25650	26800	27850	28850	29700
MEAN	25000	26600	28200	29750	31300	32750	34150	35500	36700
TOTAL NUMBER	203	211	223	245	232	215	234	211	210
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46950	50300	52650	54150	55100	55650	56000	56200	56300
UPPER QUARTILE	42750	45800	48000	49350	50100	50500	50650	50650	50600
MEDIAN	38650	41200	42900	44000	44650	44950	45100	45150	45200
LOWER QUARTILE	34650	36600	37900	38750	39250	39550	39700	39800	39800
LOWER DECILE	31100	32550	33450	34000	34300	34500	34550	34600	34600
MEAN	38850	41350	43000	44100	44700	45050	45250	45400	45450
TOTAL NUMBER	680	494	321	270	187	197	120	107	261
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 4630

CONSULTANTS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29850	31800	33800	35800	37850	39900	41950	43950	45950
UPPER QUARTILE	27700	29350	31000	32700	34450	36150	37850	39550	41200
MEDIAN	25150	26700	28250	29800	31350	32850	34300	35700	37100
LOWER QUARTILE	22300	23750	25200	26650	28000	29350	30650	31850	33000
LOWER DECILE	20050	21300	22500	23700	24900	26000	27100	28100	29100
MEAN	25200	26750	28300	29850	31400	32900	34400	35850	37300
TOTAL NUMBER	199	179	184	194	186	157	172	147	127
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49850	55150	59700	63400	66250	68300	69700	70800	71350
UPPER QUARTILE	44400	48700	52300	55200	57350	58900	59950	60800	61350
MEDIAN	39600	42850	45400	47300	48650	49600	50250	50700	50900
LOWER QUARTILE	35100	37650	39600	40950	41850	42450	42800	43050	43150
LOWER DECILE	30800	32900	34450	35600	36350	36800	37100	37300	37400
MEAN	39950	43450	46300	48550	50150	51350	52100	52700	52950
TOTAL NUMBER	503	451	315	250	185	179	154	157	400
OVER $93000	0	0	0	1	1	1	1	5	5
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 4148

CONSULTANTS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	50050	51300	0	53850	55150
UPPER QUARTILE	0	0	0	0	45900	46950	0	49000	50050
MEDIAN	0	0	0	0	41450	42250	0	43900	44750
LOWER QUARTILE	0	0	0	0	35900	36650	0	38250	39050
LOWER DECILE	0	0	0	0	31850	32600	0	34150	34900
MEAN	0	0	0	0	41150	42050	0	43950	44850
TOTAL NUMBER	3	2	1	4	5	5	2	11	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57800	61750	65600	69200	72350	74950	76800	77850	75700
UPPER QUARTILE	52200	55350	58450	61350	64000	66250	68000	69350	68900
MEDIAN	46400	48800	51200	53400	55450	57150	58550	59800	59950
LOWER QUARTILE	40600	42900	45050	47050	48750	50100	51100	51750	51250
LOWER DECILE	36450	38700	40750	42650	44200	45400	46150	46500	45350
MEAN	46750	49600	52300	54900	57150	59100	60500	61600	60800
TOTAL NUMBER	72	140	118	111	92	72	76	76	194
OVER $93000	0	0	0	1	1	1	1	5	5
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1004

CONSULTANTS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29450	31500	33500	35500	37450	39350	41150	42850	44400
UPPER QUARTILE	27450	29200	30950	32700	34350	36000	37600	39050	40450
MEDIAN	24950	26600	28250	29850	31350	32800	34150	35400	36550
LOWER QUARTILE	22150	23750	25250	26700	28050	29350	30550	31600	32500
LOWER DECILE	19800	21200	22550	23850	25000	26100	27100	27950	28750
MEAN	24800	26500	28150	29750	31250	32750	34100	35350	36550
TOTAL NUMBER	195	177	183	190	181	151	170	135	113
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	50500	52850	54400	55400	56000	56350	56600	56700
UPPER QUARTILE	42950	45900	47900	49200	50000	50400	50650	50750	50850
MEDIAN	38550	40800	42350	43350	44000	44350	44600	44700	44800
LOWER QUARTILE	34250	36050	37250	38050	38500	38750	38900	39000	39000
LOWER DECILE	30100	31500	32350	32900	33200	33400	33450	33500	33500
MEAN	38600	40900	42500	43550	44250	44650	44900	45000	45100
TOTAL NUMBER	430	311	196	139	93	106	77	80	206
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 3143

CONSULTANTS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30950	32450	34050	35750	37450	39250	41100	43000	44950
UPPER QUARTILE	27450	29000	30600	32300	34000	35750	37500	39300	41100
MEDIAN	25850	27200	28600	30050	31450	32950	34400	35850	37250
LOWER QUARTILE	24600	25750	26950	28100	29300	30500	31650	32850	34000
LOWER DECILE	23300	24300	25300	26250	27250	28250	29200	30150	31050
MEAN	26800	28100	29450	30800	32200	33650	35050	36500	37950
TOTAL NUMBER	8	37	42	56	50	70	62	79	98
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	54950	60750	65900	70000	72800	74250	74400	72050
UPPER QUARTILE	44650	49750	54250	57900	60600	62350	63350	63850	63800
MEDIAN	40050	43850	47100	49550	51350	52450	53100	53400	53400
LOWER QUARTILE	36200	39200	41700	43550	44800	45550	45800	45800	45350
LOWER DECILE	32800	35150	37000	38350	39250	39750	39900	39850	39500
MEAN	40800	44850	48450	51300	53450	54800	55500	55700	55250
TOTAL NUMBER	305	292	253	214	148	136	91	69	98
OVER $93000	0	0	0	0	0	1	5	3	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2117

CONSULTANTS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	48100	0	51200	0
UPPER QUARTILE	0	0	0	0	0	44550	0	47050	0
MEDIAN	0	0	0	0	0	41050	0	43150	0
LOWER QUARTILE	0	0	0	0	0	36300	0	38650	0
LOWER DECILE	0	0	0	0	0	32450	0	34700	0
MEAN	0	0	0	0	0	40950	0	43300	0
TOTAL NUMBER	0	3	2	2	1	7	1	6	4
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56100	61200	66450	71550	76200	80200	83100	84900	81700
UPPER QUARTILE	50900	54850	58800	62450	65800	68500	70400	71450	69000
MEDIAN	46450	49750	53050	56150	59000	61350	63150	64450	63250
LOWER QUARTILE	42050	45250	48050	50450	52250	53600	54450	55050	55150
LOWER DECILE	38050	41150	43900	46100	47700	48650	49000	48750	47400
MEAN	46900	50550	54100	57350	60250	62550	64150	65100	63550
TOTAL NUMBER	68	124	143	97	68	60	54	43	54
OVER $93000	0	0	0	0	0	1	5	3	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 746

CONSULTANTS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28500	30450	32450	34400	36350	38250	40100	41850	43500
UPPER QUARTILE	27100	28700	30350	31950	33600	35200	36750	38250	39650
MEDIAN	25900	27200	28550	29900	31200	32550	33850	35100	36300
LOWER QUARTILE	24650	25800	26950	28100	29200	30300	31300	32350	33300
LOWER DECILE	23550	24450	25350	26200	27100	28000	28850	29700	30500
MEAN	26050	27450	28850	30250	31600	32950	34300	35550	36800
TOTAL NUMBER	8	33	40	54	48	62	60	73	93
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	49900	52150	53500	54150	54400	54450	54400	54300
UPPER QUARTILE	42250	45450	47650	49050	49750	50000	49950	49800	49550
MEDIAN	38550	41350	43400	44750	45450	45750	45700	45500	45050
LOWER QUARTILE	35050	37200	38800	39800	40400	40650	40750	40700	40500
LOWER DECILE	32000	33950	35400	36300	36650	36600	36200	35400	33900
MEAN	39000	41750	43650	44850	45400	45550	45500	45200	44800
TOTAL NUMBER	237	167	110	117	79	85	36	25	44
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1371

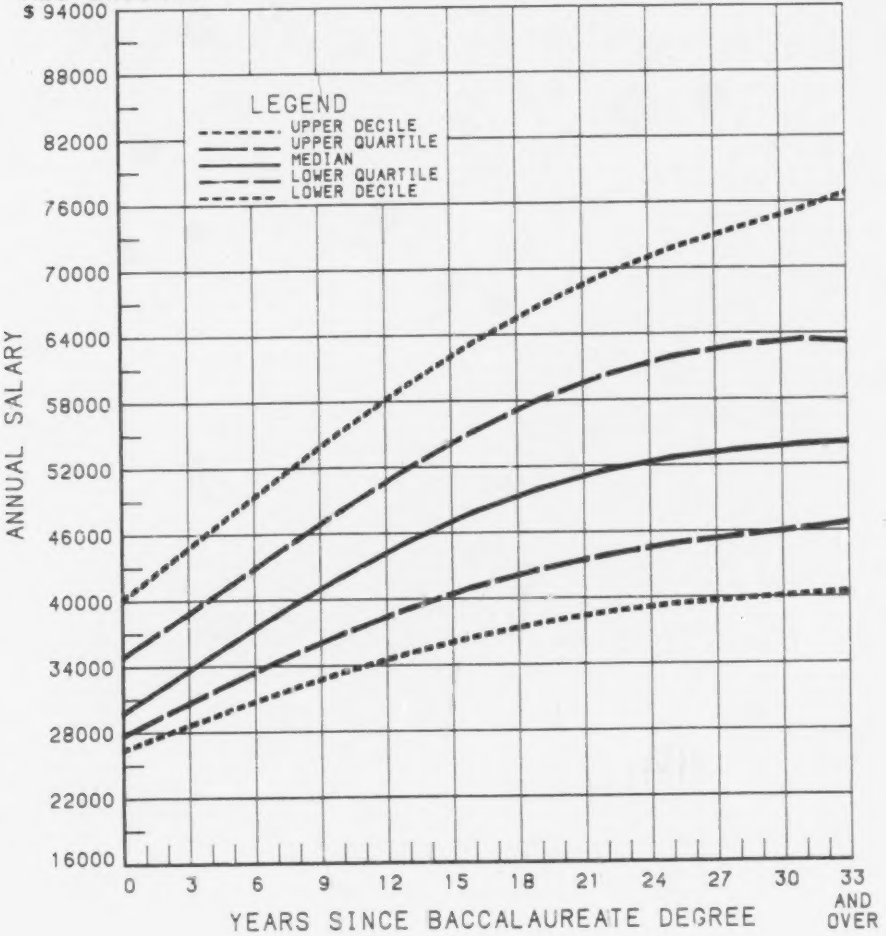
CONSULTANTS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	2	4	2	2	2
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58400	62950	66550	69050	70500	71150	71250	70800	69950
UPPER QUARTILE	51500	54000	56300	58300	59950	61100	61750	61800	59500
MEDIAN	43950	46600	49000	51150	52850	54000	54500	54200	51050
LOWER QUARTILE	36250	39350	42250	44750	46700	47950	48350	47650	43800
LOWER DECILE	32950	35500	37850	39850	41500	42650	43250	43250	41600
MEAN	44550	47600	50350	52750	54600	55800	56350	55950	52850
TOTAL NUMBER	15	30	23	29	31	23	15	5	20
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 211

ENGINEERING SERVICES
ALL ENGINEERS

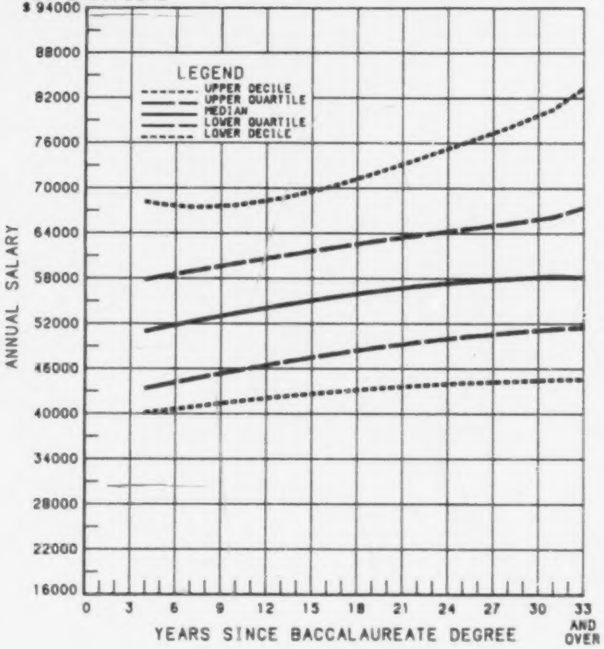


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40150	41650	43200	44750	46300	47850	49350	50900	52400
UPPER QUARTILE	34900	36200	37500	38800	40150	41500	42850	44200	45550
MEDIAN	29800	31050	32300	33600	34850	36100	37350	38550	39800
LOWER QUARTILE	27750	28700	29700	30650	31600	32550	33450	34350	35250
LOWER DECILE	26400	27150	27900	28650	29350	30100	30800	31450	32150
MEAN	31400	32700	34000	35300	36600	37850	39100	40300	41500
TOTAL NUMBER	155	113	56	149	181	127	86	132	86
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

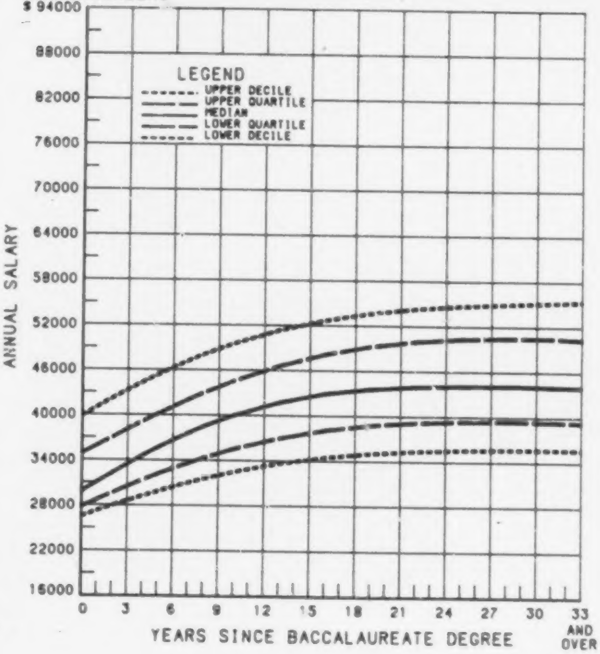
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55350	59500	63300	66600	69450	71750	73600	75350	76800
UPPER QUARTILE	48150	51900	55250	58100	60300	61900	62900	63450	63250
MEDIAN	42100	45250	47900	50000	51600	52700	53400	53900	54100
LOWER QUARTILE	36900	39150	41100	42650	43900	44900	45600	46250	46750
LOWER DECILE	33400	35100	36550	37750	38700	39400	39850	40250	40500
MEAN	43750	46800	49350	51450	53050	54250	55150	55900	56500
TOTAL NUMBER	400	366	356	300	175	176	151	219	388
OVER $93000	0	3	1	5	2	1	5	4	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3624

ENGINEERING SERVICES, SUPERVISORY
ALL ENGINEERS



ENGINEERING SERVICES, NON-SUPERVISORY
ALL ENGINEERS



ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	68200	67850	67650	67500	67500
UPPER QUARTILE	0	0	0	0	57850	58250	58600	58950	59300
MEDIAN	0	0	0	0	51000	51450	51850	52250	52650
LOWER QUARTILE	0	0	0	0	43400	43800	44200	44600	45000
LOWER DECILE	0	0	0	0	40150	40400	40650	40900	41150
MEAN	0	0	0	0	51600	52000	52450	52850	53250
TOTAL NUMBER	0	3	1	1	6	10	14	25	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	67750	68650	70050	71850	73850	75950	78050	80500	83300
UPPER QUARTILE	60000	61000	61950	62900	63750	64550	65300	66200	67450
MEDIAN	53400	54450	55400	56250	57000	57550	57950	58300	58150
LOWER QUARTILE	45750	46850	47650	48750	49550	50250	50800	51300	51500
LOWER DECILE	41650	42300	42850	43350	43750	44100	44300	44550	44600
MEAN	54100	55250	56350	57350	58250	59100	59750	60500	61150
TOTAL NUMBER	87	137	151	178	104	104	110	166	269
OVER $93000	0	3	1	5	2	1	5	4	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1393

ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39850	41050	42200	43300	44350	45350	46300	47200	48050
UPPER QUARTILE	34850	35950	37000	38100	39150	40150	41100	42050	42950
MEDIAN	29800	31050	32250	33450	34600	35650	36650	37600	38500
LOWER QUARTILE	27800	28700	29600	30500	31350	32150	32900	33600	34300
LOWER DECILE	26500	27250	27950	28600	29250	29850	30450	31000	31550
MEAN	31600	32650	33700	34700	35650	36600	37450	38300	39100
TOTAL NUMBER	155	110	55	148	174	117	72	107	65
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	51350	52700	53650	54300	54750	55000	55200	55350
UPPER QUARTILE	44550	46600	48150	49250	49950	50350	50500	50500	50300
MEDIAN	40000	41750	42950	43600	43950	44100	44150	44050	44000
LOWER QUARTILE	35550	37000	38100	38800	39200	39400	39450	39400	39300
LOWER DECILE	32500	33650	34500	35050	35400	35600	35700	35700	35650
MEAN	40450	42150	43300	44100	44550	44800	44900	44850	44800
TOTAL NUMBER	312	228	204	122	70	72	40	52	118
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2231

ENGINEERING SERVICES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40000	41500	42950	44450	45900	47350	48800	50200	51600
UPPER QUARTILE	34750	36000	37250	38500	39800	41100	42350	43650	44950
MEDIAN	29800	31050	32250	33500	34750	36000	37200	38450	39600
LOWER QUARTILE	27750	28700	29650	30600	31550	32500	33400	34250	35100
LOWER DECILE	26500	27250	28000	28700	29400	30100	30750	31400	32050
MEAN	31450	32700	33950	35200	36400	37600	38800	39950	41050
TOTAL NUMBER	154	111	55	135	166	114	71	108	66
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54300	58000	61350	64200	66550	68500	69950	71300	72300
UPPER QUARTILE	47450	51100	54300	57050	59200	60750	61650	62100	61550
MEDIAN	41850	44950	47550	49600	51100	52150	52800	53250	53450
LOWER QUARTILE	36750	38900	40750	42200	43400	44250	44900	45450	45850
LOWER DECILE	33250	34850	36250	37350	38250	38900	39350	39750	40050
MEAN	43200	46050	48450	50400	51950	53100	53900	54650	55200
TOTAL NUMBER	356	316	293	241	143	133	124	178	336
OVER $93000	0	1	0	3	0	0	2	2	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3107

ENGINEERING SERVICES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	68900	67400	66300	65450	64850
UPPER QUARTILE	0	0	0	0	56750	57100	57500	57900	58250
MEDIAN	0	0	0	0	49600	50100	50550	51000	51450
LOWER QUARTILE	0	0	0	0	42250	42750	43250	43700	44200
LOWER DECILE	0	0	0	0	39550	39800	40050	40300	40550
MEAN	0	0	0	0	50400	50850	51300	51750	52150
TOTAL NUMBER	0	3	1	1	6	8	12	20	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64250	64500	65700	67600	69850	72300	74600	77250	79800
UPPER QUARTILE	58950	60000	61000	61900	62750	63550	64200	64950	65850
MEDIAN	52350	53600	54700	55700	56550	57200	57700	58050	57850
LOWER QUARTILE	45150	46500	47700	48800	49750	50550	51100	51600	51450
LOWER DECILE	41000	41700	42350	42900	43400	43850	44200	44550	44850
MEAN	53000	54200	55300	56300	57250	58050	58750	59450	60050
TOTAL NUMBER	67	109	110	133	81	69	86	126	225
OVER $93000	0	1	0	3	0	0	2	2	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1079

ENGINEERING SERVICES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39750	40950	42050	43150	44200	45200	46150	47050	47900
UPPER QUARTILE	34550	35700	36850	37950	39050	40050	41100	42050	42950
MEDIAN	29700	30950	32200	33400	34550	35650	36700	37700	38650
LOWER QUARTILE	27800	28700	29600	30450	31300	32050	32850	33550	34250
LOWER DECILE	26650	27350	28000	28650	29300	29900	30450	31000	31500
MEAN	31550	32600	33650	34650	35650	36550	37450	38300	39100
TOTAL NUMBER	154	108	53	134	160	106	58	88	52
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49400	51250	52650	53600	54250	54600	54800	54950	54950
UPPER QUARTILE	44650	46750	48350	49450	50100	50450	50550	50500	50200
MEDIAN	40250	42150	43400	44100	44350	44350	44250	43950	43650
LOWER QUARTILE	35450	36950	38050	38800	39200	39400	39450	39400	39200
LOWER DECILE	32400	33550	34350	34900	35250	35450	35500	35500	35450
MEAN	40550	42250	43450	44200	44650	44850	44850	44750	44600
TOTAL NUMBER	288	207	183	107	61	63	37	51	110
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2028

ENGINEERING SERVICES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	44600	47600	50550	53400	56200	58850
UPPER QUARTILE	0	0	0	43100	44350	45600	46850	48150	49400
MEDIAN	0	0	0	34300	35400	36550	37650	38800	39950
LOWER QUARTILE	0	0	0	29300	30450	31650	32800	33900	35000
LOWER DECILE	0	0	0	24850	26700	28500	30150	31700	33150
MEAN	0	0	0	35600	37200	38750	40250	41750	43250
TOTAL NUMBER	0	2	1	13	13	11	13	20	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	63750	69900	74500	77750	79950	81400	82250	82850	83100
UPPER QUARTILE	51900	55550	59100	62400	65400	68050	70350	72800	75400
MEDIAN	42150	45400	48450	51250	53700	55800	57550	59300	61000
LOWER QUARTILE	37100	39950	42350	44300	45850	47000	47850	48550	49050
LOWER DECILE	35600	38250	40000	41050	41650	42000	42200	42300	42300
MEAN	46050	49800	53050	55650	57700	59250	60350	61250	61850
TOTAL NUMBER	36	37	45	34	24	31	22	31	42
OVER $93000	0	1	0	0	1	0	1	2	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 395

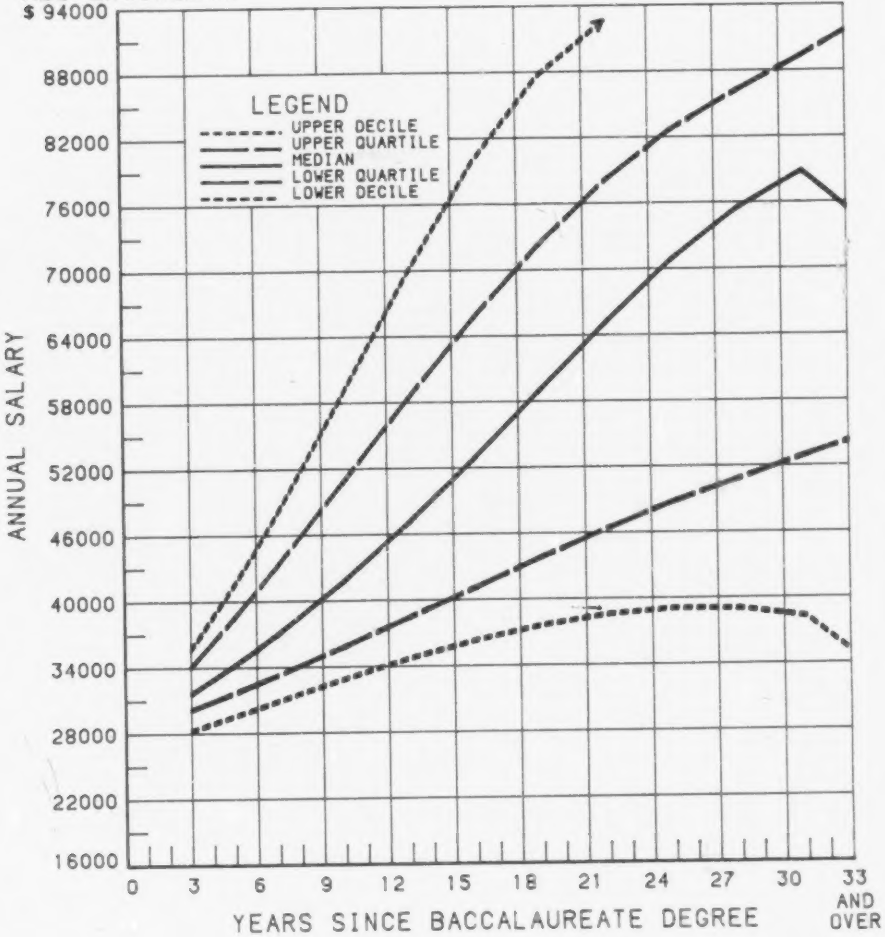
ENGINEERING SERVICES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	80750
UPPER QUARTILE	0	0	0	0	0	0	0	0	74100
MEDIAN	0	0	0	0	0	0	0	0	59400
LOWER QUARTILE	0	0	0	0	0	0	0	0	48250
LOWER DECILE	0	0	0	0	0	0	0	0	34100
MEAN	0	0	0	0	0	0	0	0	60250
TOTAL NUMBER	0	0	0	0	0	1	0	3	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	78200	76350	76250	77350	79400	82100	85150	89350	94850
UPPER QUARTILE	69250	65300	63850	64050	65500	67900	70950	75600	82650
MEDIAN	58300	57050	56300	55950	56000	56450	57400	59350	65450
LOWER QUARTILE	48250	48400	48600	48900	49250	49750	50300	51200	53300
LOWER DECILE	44350	46150	46000	45950	45950	45950	45950	45950	45950
MEAN	59450	58750	58500	58700	59300	60250	61550	63750	68550
TOTAL NUMBER	14	20	27	22	18	23	19	29	36
OVER $93000	0	1	0	0	1	0	1	2	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 224

MINING
ALL ENGINEERS

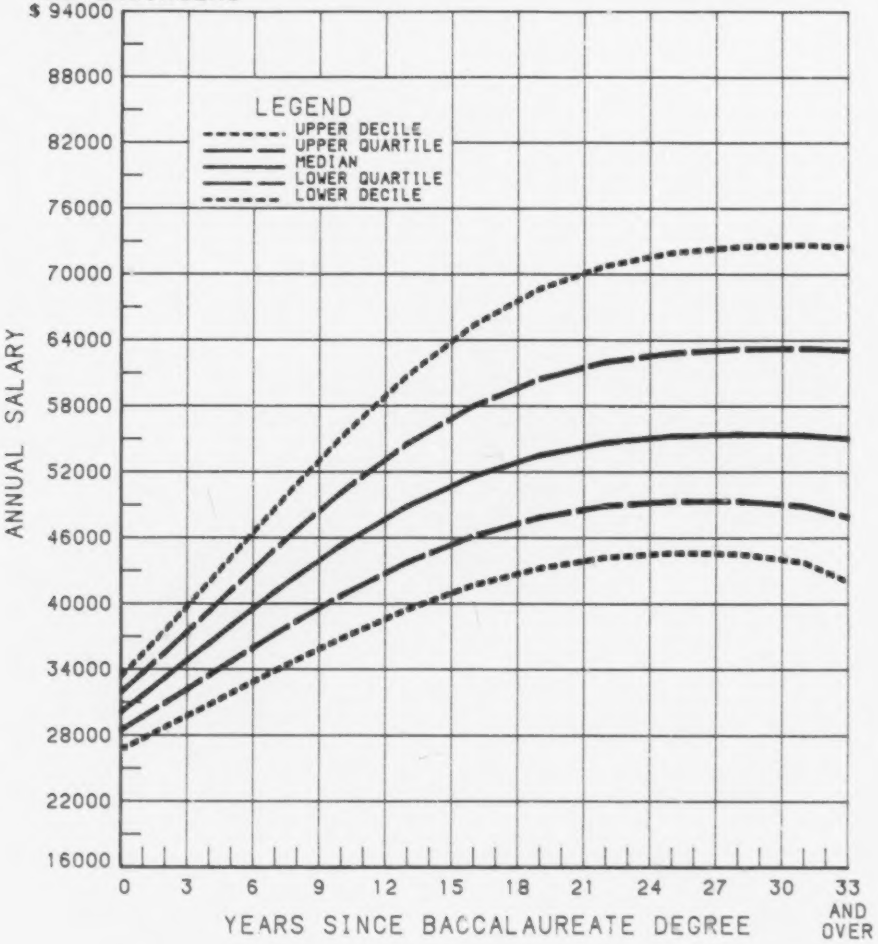


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	35650	0	41550	44700	48050	0
UPPER QUARTILE	0	0	0	34050	0	38550	40900	43300	0
MEDIAN	0	0	0	31600	0	34200	35600	37050	0
LOWER QUARTILE	0	0	0	30150	0	31700	32500	33300	0
LOWER DECILE	0	0	0	28250	0	29600	30250	30950	0
MEAN	0	0	0	32100	0	35250	36900	38600	0
TOTAL NUMBER	0	1	4	5	2	10	11	14	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58800	69850	79850	87650	92550	94650	94800	93300	90550
UPPER QUARTILE	50800	58400	65700	72350	78050	82650	86150	89350	91650
MEDIAN	41800	47100	52900	59050	65150	70850	75450	78850	75550
LOWER QUARTILE	35850	38500	41150	43850	46400	48800	50850	52950	54250
LOWER DECILE	32900	34750	36350	37650	38600	39100	39050	38300	35200
MEAN	43900	49300	54600	59500	63700	67100	69550	71550	72600
TOTAL NUMBER	34	36	27	34	23	16	23	13	32
OVER $93000	0	0	0	4	2	0	0	7	14
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 293

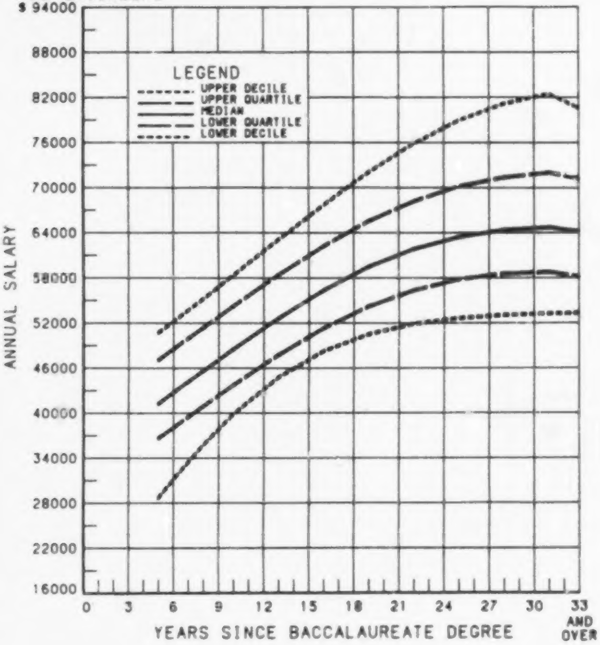
RESEARCH ORGANIZATIONS
ALL ENGINEERS

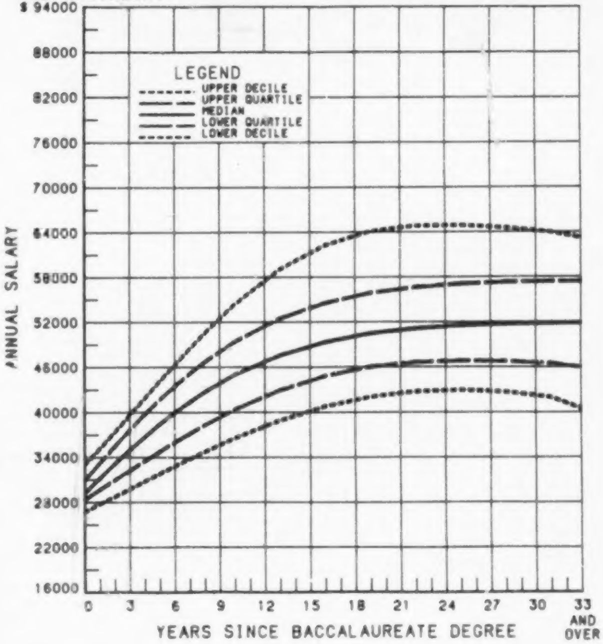


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33350	35450	37550	39750	41950	44200	46450	48700	50900
UPPER QUARTILE	31900	33700	35550	37450	39300	41200	43100	44950	46750
MEDIAN	30100	31650	33250	34850	36400	38000	39550	41100	42550
LOWER QUARTILE	28450	29700	30950	32200	33500	34750	36000	37250	38450
LOWER DECILE	26700	27700	28750	29750	30800	31850	32900	33900	34900
MEAN	30050	31600	33200	34800	36450	38050	39700	41300	42850
TOTAL NUMBER	75	115	142	216	229	237	288	256	236
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55150	60800	65400	68700	70800	72000	72550	72700	72500
UPPER QUARTILE	50150	54600	58050	60500	62050	62850	63200	63250	63100
MEDIAN	45350	48900	51650	53550	54700	55300	55450	55350	55050
LOWER QUARTILE	40750	43800	46200	47900	48950	49350	49350	48900	47900
LOWER DECILE	36850	39500	41700	43250	44250	44650	44550	43800	42050
MEAN	45800	49650	52700	54850	56200	56850	57050	56900	56400
TOTAL NUMBER	703	661	711	797	806	880	633	524	1094
OVER $93000	0	0	0	0	0	4	3	4	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8613


RESEARCH ORGANIZATIONS, SUPERVISORY
ALL ENGINEERS


RESEARCH ORGANIZATIONS, NON-SUPERVISORY
ALL ENGINEERS

RESEARCH ORGANIZATIONS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	50750	52200	53750	55250
UPPER QUARTILE	0	0	0	0	0	47100	48550	50000	51400
MEDIAN	0	0	0	0	0	41250	42750	44200	45650
LOWER QUARTILE	0	0	0	0	0	36650	38050	39500	40950
LOWER DECILE	0	0	0	0	0	28700	31100	33450	35750
MEAN	0	0	0	0	0	41900	43350	44800	46250
TOTAL NUMBER	0	1	1	3	2	7	10	12	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58400	63100	67700	72050	75850	78950	81150	82500	80600
UPPER QUARTILE	54300	58450	62250	65550	68200	70200	71400	72050	71250
MEDIAN	48550	52700	56400	59500	61850	63450	64400	64750	64150
LOWER QUARTILE	43750	47800	51350	54250	56400	57850	58600	58800	58200
LOWER DECILE	39850	44800	48300	50550	51950	52700	53100	53300	53350
MEAN	49150	53300	57100	60350	62900	64700	65750	66150	65350
TOTAL NUMBER	81	105	192	268	279	323	229	172	322
OVER $93000	0	0	0	0	0	4	3	3	5
UNDER $18000	0	0	0	0	0	0	0	0	0

ENG'NEERS COVERED - 2038

RESEARCH ORGANIZATIONS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33000	35150	37350	39600	41850	44100	46300	48450	50550
UPPER QUARTILE	30950	33200	35450	37600	39700	41650	43450	45150	46700
MEDIAN	29200	31200	33100	34950	36700	38400	39950	41350	42700
LOWER QUARTILE	28350	29650	30950	32200	33500	34750	36000	37150	38300
LOWER DECILE	26700	27750	28750	29750	30800	31800	32800	33800	34750
MEAN	29600	31350	33100	34800	36500	38150	39800	41300	42800
TOTAL NUMBER	75	114	140	213	227	230	277	244	214
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54350	59050	62250	64100	64850	64900	64550	63950	63200
UPPER QUARTILE	49400	52500	54550	55900	56650	57100	57300	57400	57400
MEDIAN	45000	47600	49350	50500	51150	51550	51750	51850	51850
LOWER QUARTILE	40350	42950	44850	46050	46650	46850	46800	46500	45950
LOWER DECILE	36550	38900	40800	42050	42750	42950	42700	42000	40500
MEAN	45400	48500	50650	51900	52550	52750	52750	52600	52400
TOTAL NUMBER	622	556	518	529	527	556	404	351	771
OVER $93000	0	0	0	0	0	0	0	1	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6575

RESEARCH ORGANIZATIONS, BS

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YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE   31950  34750  37550  40300  43050  45700  48250  50600  52850
  UPPER QUARTILE   30950  33000  35050  37100  39050  41000  42800  44550  46200
          MEDIAN   29150  30750  32300  33850  35350  36850  38250  39600  40850
  LOWER QUARTILE   28150  29150  30150  31150  32150  33200  34200  35200  36200
    LOWER DECILE   26000  26800  27600  28450  29300  30150  31000  31800  32650

            MEAN   29050  30800  32500  34200  35800  37400  38950  40400  41750

    TOTAL NUMBER      72     81     68    105    120    102    116    102     60
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   56700  61200  64200  66100  67300  68000  68400  68650  68750
  UPPER QUARTILE   49150  52750  55400  57250  58550  59350  59850  60150  60250
          MEDIAN   43200  46100  48350  50000  51150  51900  52350  52700  52800
  LOWER QUARTILE   38150  40800  43100  44950  46200  47000  47250  47050  45950
    LOWER DECILE   34250  36550  38550  40200  41400  42100  42350  42050  40450

            MEAN   44300  47400  49800  51550  52750  53500  54000  54300  54450

    TOTAL NUMBER     177    192    180    163    175    349    287    273    604
    OVER  $93000       0      0      0      0      0      0      2      1      2
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   3234
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RESEARCH ORGANIZATIONS, SUPERVISORY, BS

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YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0      0      0      0      0      0  50850  52050  53250
  UPPER QUARTILE       0      0      0      0      0      0  46900  47950  49000
          MEDIAN       0      0      0      0      0      0  42300  43250  44250
  LOWER QUARTILE       0      0      0      0      0      0  38050  39000  39950
    LOWER DECILE       0      0      0      0      0      0  31750  33100  34400

            MEAN       0      0      0      0      0      0  42150  43200  44250

    TOTAL NUMBER       0      1      1      3      2      4      7      6      6
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   55700  59450  63200  66900  70400  73600  76350  79050  80550
  UPPER QUARTILE   51150  54350  57450  60500  63250  65650  67600  69300  69450
          MEDIAN   46200  49200  52150  54950  57500  59700  61400  62800  62500
  LOWER QUARTILE   41850  44650  47450  50000  52300  54200  55600  56700  56300
    LOWER DECILE   37050  40800  44150  46850  48850  50200  50900  51150  50800

            MEAN   46350  49600  52750  55800  58600  60950  62800  64250  63650

    TOTAL NUMBER      17     33     44     45     62    112     94     88    157
    OVER  $93000       0      0      0      0      0      0      2      1      2
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    688
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RESEARCH ORGANIZATIONS, NON-SUPERVISORY, BS

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YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE   31850  34500  37250  40000  42700  45400  48000  50450  52750
  UPPER QUARTILE   30500  32800  35050  37200  39250  41150  42950  44600  46050
          MEDIAN   28950  30650  32300  33900  35400  36850  38200  39450  40600
  LOWER QUARTILE   27900  29000  30050  31100  32100  33150  34150  35100  36050
    LOWER DECILE   26000  26800  27600  28450  29250  30100  30900  31650  32450

            MEAN   28850  30650  32400  34150  35850  37450  38950  40350  41650

    TOTAL NUMBER      72     80     66    101    117     97    108     95     54
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   56700  60800  62850  63500  63200  62600  61900  61200  60650
  UPPER QUARTILE   48550  51250  52950  54000  54600  54950  55150  55250  55300
          MEDIAN   42650  45050  46750  47900  48650  49150  49400  49600  49650
  LOWER QUARTILE   37800  40100  41900  43200  44050  44500  44700  44600  44300
    LOWER DECILE   33950  35950  37650  38950  39800  40350  40500  40300  39400

            MEAN   43900  46450  48150  49250  49850  50250  50450  50550  50650

    TOTAL NUMBER     160    159    135    117    113    237    193    185    447
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   2545
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RESEARCH ORGANIZATIONS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	34650	36850	39050	41300	43550	45850	48100	50300
UPPER QUARTILE	0	34400	35950	37550	39200	40800	42400	44050	45650
MEDIAN	0	33000	34300	35650	36950	38250	39550	40800	42050
LOWER QUARTILE	0	31450	32500	33500	34500	35500	36500	37500	38450
LOWER DECILE	0	30000	30800	31600	32400	33200	34000	34800	35600
MEAN	0	32700	34100	35500	36950	38350	39750	41150	42550
TOTAL NUMBER	2	32	73	110	103	121	121	114	127
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54550	60250	64850	68250	70550	72000	72800	73300	73500
UPPER QUARTILE	48700	53000	56650	59550	61700	63200	64050	64650	64800
MEDIAN	44450	47700	50400	52600	54200	55350	56050	56550	56800
LOWER QUARTILE	40350	42950	45200	47050	48450	49400	50000	50250	50000
LOWER DECILE	37100	39250	41150	42700	43900	44700	45150	45150	44100
MEAN	45150	48750	51750	54100	55850	57000	57650	58050	58150
TOTAL NUMBER	352	282	294	313	328	323	218	171	354
OVER $93000	0	0	0	0	0	2	0	1	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3445

RESEARCH ORGANIZATIONS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	51800	53700
UPPER QUARTILE	0	0	0	0	0	0	0	46850	48800
MEDIAN	0	0	0	0	0	0	0	41750	43500
LOWER QUARTILE	0	0	0	0	0	0	0	39700	41100
LOWER DECILE	0	0	0	0	0	0	0	37850	39000
MEAN	0	0	0	0	0	0	0	43650	45300
TOTAL NUMBER	0	0	0	0	0	2	3	5	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57500	62950	67900	72100	75400	77800	79300	80150	80050
UPPER QUARTILE	52600	57650	61850	65100	67400	68950	69950	70700	71150
MEDIAN	47000	51850	56000	59300	61650	63200	64100	64600	64650
LOWER QUARTILE	43850	47800	51350	54300	56600	58150	59150	59650	59400
LOWER DECILE	41350	44650	47650	50150	52150	53600	54500	55050	54900
MEAN	48600	53150	57100	60250	62650	64250	65200	65850	66000
TOTAL NUMBER	41	34	71	100	97	114	78	61	116
OVER $93000	0	0	0	0	0	2	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 739

RESEARCH ORGANIZATIONS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	34400	36650	38900	41200	43450	45750	47950	50100
UPPER QUARTILE	0	34100	35850	37600	39300	40950	42550	44050	45500
MEDIAN	0	32750	34200	35600	37000	38300	39550	40800	41900
LOWER QUARTILE	0	31500	32500	33500	34500	35450	36400	37350	38250
LOWER DECILE	0	30150	30900	31650	32450	33200	33950	34700	35450
MEAN	0	32500	34000	35500	36950	38400	39750	41100	42400
TOTAL NUMBER	2	32	72	110	103	118	118	109	114
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54050	59000	62550	64700	65800	66150	66050	65750	65300
UPPER QUARTILE	48150	51450	53850	55600	56750	57450	57900	58250	58400
MEDIAN	44000	46600	48600	50100	51200	51900	52400	52750	52900
LOWER QUARTILE	39950	42200	44050	45500	46500	47150	47500	47600	47450
LOWER DECILE	36850	38800	40450	41800	42800	43350	43600	43400	42200
MEAN	44750	47750	50000	51600	52650	53300	53700	53900	54000
TOTAL NUMBER	310	248	222	212	231	208	140	110	237
OVER $93000	0	0	0	0	0	0	0	1	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2706

RESEARCH ORGANIZATIONS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43800	45450	47100	48800	50550
UPPER QUARTILE	0	0	0	0	43350	44600	45850	47150	48500
MEDIAN	0	0	0	0	42150	43100	44100	45100	46100
LOWER QUARTILE	0	0	0	0	40850	41600	42350	43150	43900
LOWER DECILE	0	0	0	0	38700	39350	40000	40700	41300
MEAN	0	0	0	0	42000	43050	44100	45200	46250
TOTAL NUMBER	1	1	1	1	6	13	50	39	49
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54100	59500	64800	69700	73850	76950	78800	79300	75800
UPPER QUARTILE	51150	55200	59200	62900	66100	68600	70150	70650	66950
MEDIAN	48100	51050	53800	56300	58400	59950	60900	61150	58700
LOWER QUARTILE	45400	47500	49500	51250	52750	53850	54550	54850	53400
LOWER DECILE	42600	44400	46050	47450	48650	49450	49950	50050	48600
MEAN	48400	51650	54700	57500	59900	61750	62950	63400	60850
TOTAL NUMBER	173	186	236	321	302	207	127	78	135
OVER $93000	0	0	0	0	0	2	1	2	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1933

RESEARCH ORGANIZATIONS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59500	65250	70350	74700	78200	80900	82950	84700	85950
UPPER QUARTILE	56250	60300	64300	68050	71500	74350	76450	77900	76300
MEDIAN	51750	56100	59850	62900	65350	67200	68500	69700	70500
LOWER QUARTILE	48500	52050	55100	57650	59600	61150	62200	63200	63900
LOWER DECILE	43550	48050	51450	53850	55500	56550	57200	57650	57850
MEAN	51950	56400	60250	63450	65950	67850	69250	70400	71200
TOTAL NUMBER	22	38	76	122	120	96	57	23	48
OVER $93000	0	0	0	0	0	2	1	2	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 610

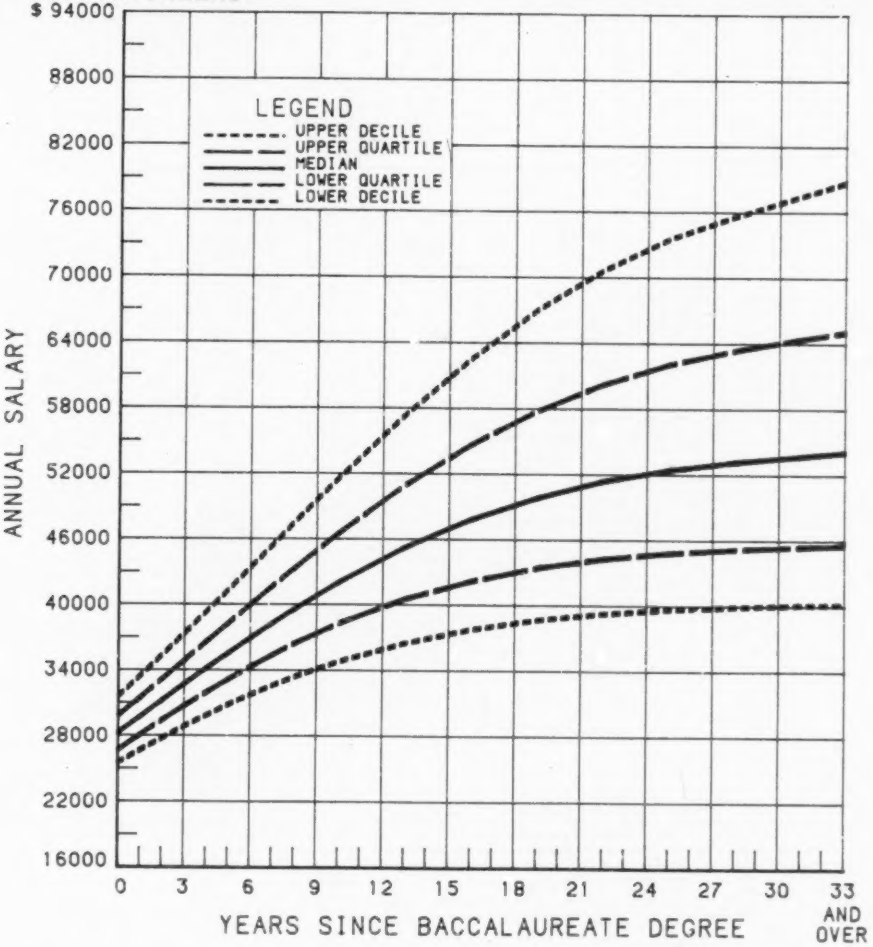
RESEARCH ORGANIZATIONS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44850	46100	47400	48750	50050
UPPER QUARTILE	0	0	0	0	44050	45100	46100	47150	48150
MEDIAN	0	0	0	0	43100	43850	44550	45300	46050
LOWER QUARTILE	0	0	0	0	41500	42100	42700	43300	43850
LOWER DECILE	0	0	0	0	38950	39550	40100	40650	41200
MEAN	0	0	0	0	42550	43400	44250	45100	45950
TOTAL NUMBER	1	1	1	1	6	13	50	38	45
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52700	56700	60450	63800	66500	68400	69250	68750	63650
UPPER QUARTILE	50150	53050	55700	57950	59800	61100	61800	61800	59650
MEDIAN	47500	49550	51450	53150	54550	55600	56250	56550	55250
LOWER QUARTILE	45000	46600	48100	49350	50450	51250	51750	51950	51000
LOWER DECILE	42250	43750	45100	46300	47250	47950	48350	48500	47450
MEAN	47650	50050	52300	54250	55850	57000	57700	57750	55650
TOTAL NUMBER	150	147	160	198	182	111	70	55	86
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1322

ELEC. & GAS UTILITIES
ALL ENGINEERS

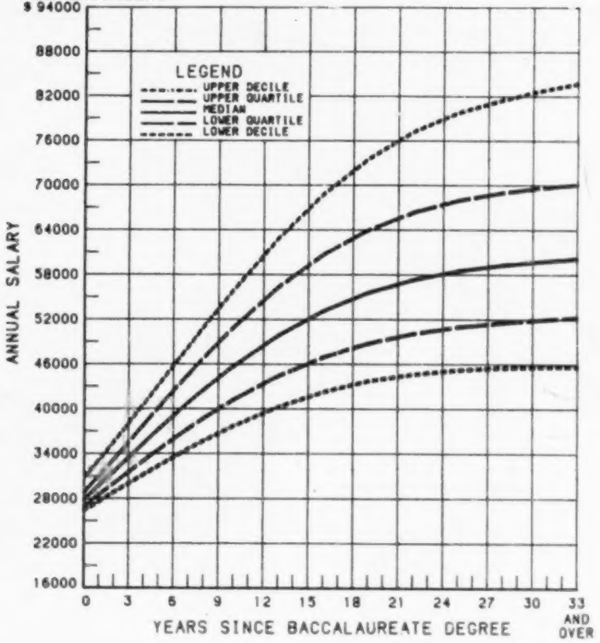


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31550	33450	35350	37350	39350	41350	43400	45450	47550
UPPER QUARTILE	29800	31450	33150	34850	36600	38300	40000	41700	43350
MEDIAN	28250	29700	31200	32700	34150	35550	36950	38300	39600
LOWER QUARTILE	26650	28050	29400	30700	31950	33150	34300	35400	36450
LOWER DECILE	25500	26650	27750	28850	29850	30850	31750	32600	33400
MEAN	28500	30000	31450	32950	34450	35900	37350	38750	40100
TOTAL NUMBER	46	73	112	117	109	98	86	86	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

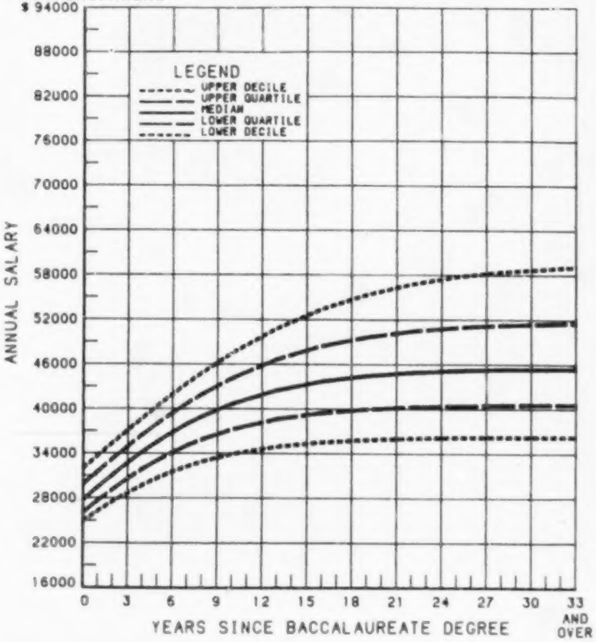
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51600	57350	62550	67050	70700	73550	75650	77500	78750
UPPER QUARTILE	46550	50950	54700	57800	60250	62100	63400	64450	65100
MEDIAN	42050	45250	47850	49850	51400	52450	53200	53750	54100
LOWER QUARTILE	38300	40550	42200	43450	44300	44850	45200	45450	45600
LOWER DECILE	34800	36500	37800	38700	39300	39700	39950	40150	40200
MEAN	42750	46250	49200	51550	53400	54750	55700	56500	56950
TOTAL NUMBER	237	254	161	122	92	96	65	76	180
OVER $93000	0	0	0	0	1	2	2	1	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2096

ELEC. & GAS UTILITIES. SUPERVISORY
ALL ENGINEERS



ELEC. & GAS UTILITIES. NON-SUPERVISORY
ALL ENGINEERS



ELEC. & GAS UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	33200	35600	38100	40600	43200	45800	48350	50950
UPPER QUARTILE	28850	31050	33250	35550	37850	40150	42400	44650	46850
MEDIAN	27850	29750	31600	33500	35400	37250	39050	40850	42550
LOWER QUARTILE	26950	28500	30050	31550	33100	34550	36000	37400	38750
LOWER DECILE	26400	27600	28850	30050	31250	32400	33550	34700	35750
MEAN	28500	30300	32150	34000	35850	37700	39550	41350	43050
TOTAL NUMBER	13	14	20	20	19	16	13	21	20
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55950	62900	68800	73600	77250	79850	81600	83000	83750
UPPER QUARTILE	50950	56400	60750	64000	66400	68000	69050	69800	70150
MEDIAN	45750	49900	53150	55600	57350	58550	59350	59900	60200
LOWER QUARTILE	41250	44450	46950	48800	50100	51000	51600	52050	52300
LOWER DECILE	37750	40300	42300	43750	44650	45250	45550	45700	45700
MEAN	46350	50700	54250	57000	59050	60500	61450	62200	62600
TOTAL NUMBER	76	110	84	61	55	58	38	47	112
OVER $93000	0	0	0	0	1	2	1	0	11
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 806

ELEC. & GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32000	33750	35450	37150	38800	40450	42000	43500	44900
UPPER QUARTILE	29850	31600	33300	34950	36550	38050	39450	40800	42000
MEDIAN	27750	29500	31150	32750	34250	35600	36850	38000	39000
LOWER QUARTILE	26050	27700	29200	30650	31950	33100	34150	35100	35900
LOWER DECILE	24900	26300	27600	28750	29800	30750	31600	32300	32950
MEAN	28250	29800	31350	32850	34250	35550	36800	37950	39000
TOTAL NUMBER	32	58	91	97	90	82	72	64	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47550	50850	53450	55400	56800	57800	58450	58900	59150
UPPER QUARTILE	44150	46700	48500	49700	50500	51000	51300	51500	51600
MEDIAN	40700	42550	43750	44500	44950	45200	45350	45400	45450
LOWER QUARTILE	37250	38650	39500	40000	40300	40450	40550	40600	40600
LOWER DECILE	33950	34950	35550	35900	36100	36200	36250	36250	36250
MEAN	40800	42950	44400	45400	46050	46450	46650	46800	46850
TOTAL NUMBER	160	144	76	61	36	38	27	28	67
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1289

ELEC. & GAS UTILITIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31500	33350	35250	37200	39200	41250	43250	45300	47350
UPPER QUARTILE	29700	31400	33100	34800	36500	38200	39900	41600	43250
MEDIAN	28200	29700	31150	32650	34100	35500	36900	38250	39550
LOWER QUARTILE	26750	28100	29350	30650	31850	33000	34100	35200	36150
LOWER DECILE	25600	26700	27750	28750	29750	30700	31550	32400	33150
MEAN	28500	29950	31400	32900	34350	35800	37200	38600	39950
TOTAL NUMBER	46	71	109	113	104	92	77	76	63
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	57050	62200	66650	70250	73050	75150	76950	78200
UPPER QUARTILE	46400	50750	54450	57500	59850	61600	62850	63900	64550
MEDIAN	41950	45100	47650	49650	51150	52200	52950	53500	53800
LOWER QUARTILE	37950	40200	41850	43100	43950	44550	44900	45200	45350
LOWER DECILE	34550	36250	37500	38400	39050	39500	39750	39950	40050
MEAN	42500	45950	48850	51200	53000	54350	55300	56100	56600
TOTAL NUMBER	198	205	124	97	77	84	59	71	164
OVER $93000	0	0	0	0	0	2	1	0	10
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1836

ELEC. & GAS UTILITIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30600	32950	35350	37850	40400	43000	45600	48150	50750
UPPER QUARTILE	28800	30950	33150	35350	37600	39850	42100	44300	46400
MEDIAN	27900	29700	31550	33400	35250	37100	38850	40600	42300
LOWER QUARTILE	27000	28450	29950	31450	32950	34400	35800	37150	38500
LOWER DECILE	26500	27650	28800	30000	31150	32300	33400	34500	35550
MEAN	28450	30200	32000	33850	35650	37450	39250	41000	42750
TOTAL NUMBER	13	14	20	20	18	15	12	19	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55750	62600	68450	73100	76600	79150	80850	82150	82800
UPPER QUARTILE	50450	55800	60100	63400	65750	67400	68450	69200	69600
MEDIAN	45450	49500	52750	55150	56900	58150	58900	59500	59800
LOWER QUARTILE	40950	44100	46550	48450	49750	50700	51300	51750	52050
LOWER DECILE	37500	40000	42000	43450	44400	44950	45300	45450	45400
MEAN	46000	50300	53800	56550	58550	60000	61000	61750	62200
TOTAL NUMBER	65	89	67	49	46	50	34	45	102
OVER $93000	0	0	0	0	0	2	0	0	9
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 703

ELEC. & GAS UTILITIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33700	35400	37100	38750	40350	41900	43400	44800
UPPER QUARTILE	29750	31500	33250	34900	36500	38000	39450	40750	41950
MEDIAN	27700	29450	31150	32700	34200	35550	36750	37850	38850
LOWER QUARTILE	26150	27750	29200	30550	31850	32950	34000	34900	35700
LOWER DECILE	24900	26300	27550	28750	29750	30650	31450	32150	32750
MEAN	28200	29800	31300	32800	34150	35450	36700	37800	38850
TOTAL NUMBER	32	57	88	92	86	76	65	56	46
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50700	53200	55100	56450	57400	58000	58450	58700
UPPER QUARTILE	44100	46550	48300	49500	50250	50750	51000	51200	51250
MEDIAN	40500	42250	43400	44100	44500	44750	44850	44950	44950
LOWER QUARTILE	37000	38350	39150	39700	39950	40150	40200	40250	40250
LOWER DECILE	33700	34650	35200	35550	35700	35800	35850	35900	35900
MEAN	40600	42700	44100	45050	45700	46100	46300	46450	46500
TOTAL NUMBER	132	116	56	48	31	33	24	25	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1133

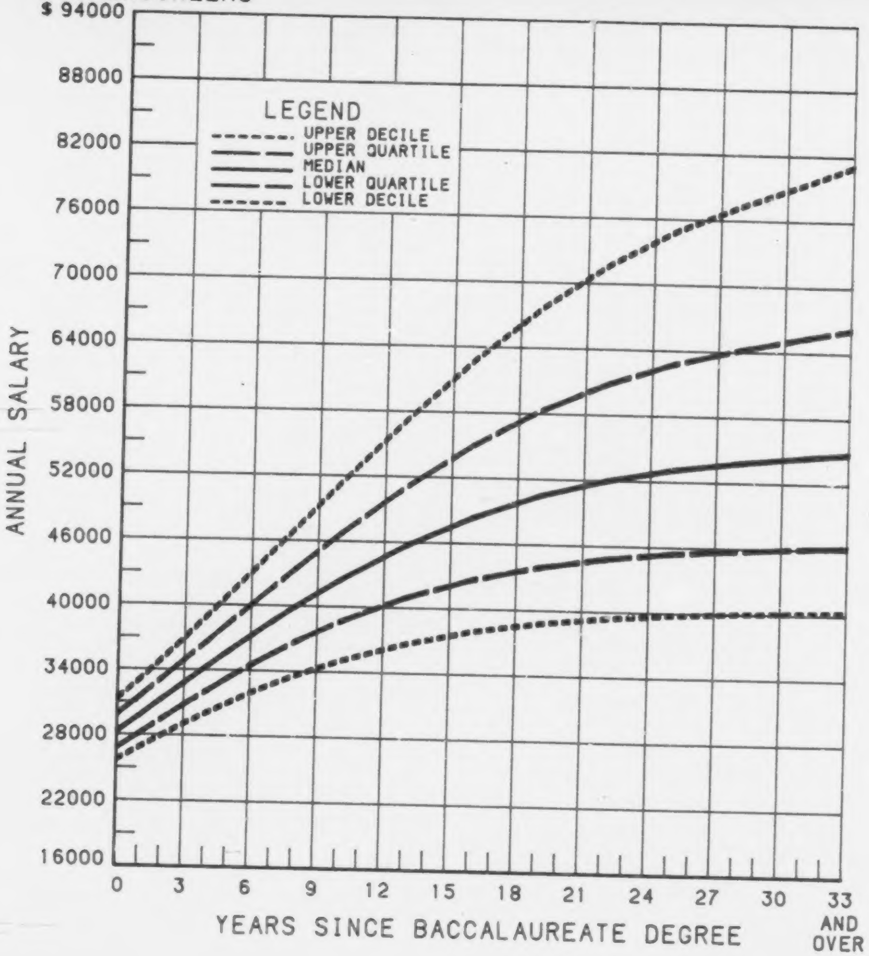
ELEC. & GAS UTILITIES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43650	45150	46700	48300	49900
UPPER QUARTILE	0	0	0	0	37900	39400	40900	42450	43950
MEDIAN	0	0	0	0	35650	36700	37800	38900	40000
LOWER QUARTILE	0	0	0	0	32950	34150	35350	36450	37550
LOWER DECILE	0	0	0	0	30900	32000	33050	34050	35000
MEAN	0	0	0	0	36400	37600	38800	40000	41250
TOTAL NUMBER	0	1	3	4	5	5	8	9	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53200	58200	63200	68050	72650	76900	80600	84700	89200
UPPER QUARTILE	47000	51500	55700	59500	62850	65600	67800	69950	71850
MEDIAN	42250	45550	48650	51500	53850	55650	56850	57350	56000
LOWER QUARTILE	39500	41950	43900	45350	46400	47150	47600	48000	48150
LOWER DECILE	36700	38750	40150	40950	41250	41200	41000	40550	39950
MEAN	43650	47200	50500	53450	55900	57800	59150	60150	60400
TOTAL NUMBER	38	47	35	23	13	10	5	5	15
OVER $93000	0	0	0	0	0	0	1	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 250

ELECTRICAL UTILITIES
ALL ENGINEERS

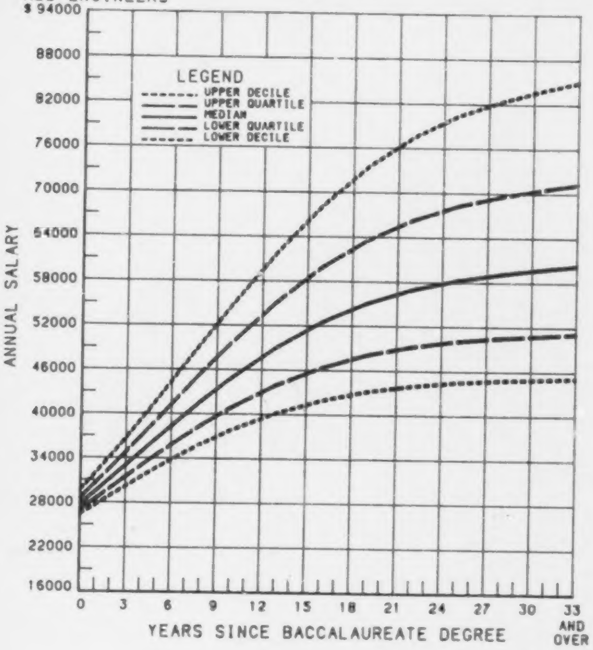


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31300	33100	35000	36950	38950	41000	43050	45150	47200
UPPER QUARTILE	29850	31500	33200	34900	36600	38350	40050	41750	43450
MEDIAN	28250	29750	31300	32800	34300	35750	37200	38600	39950
LOWER QUARTILE	26750	28100	29450	30800	32050	33300	34500	35600	36700
LOWER DECILE	25700	26850	27950	29050	30050	31000	31950	32800	33600
MEAN	28550	30050	31500	33000	34500	35950	37400	38800	40200
TOTAL NUMBER	292	398	636	643	600	492	485	468	453
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

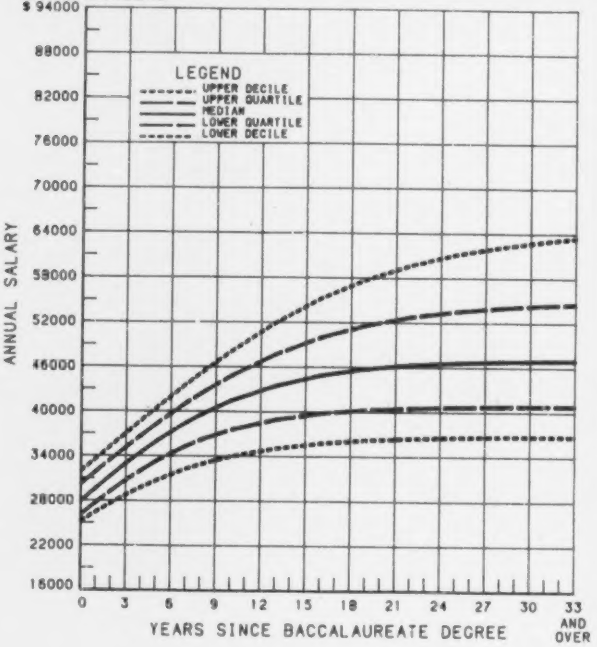
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	57350	62850	67700	71750	74950	77400	79550	81100
UPPER QUARTILE	46700	51150	55050	58300	60850	62800	64200	65400	66150
MEDIAN	42450	45750	48400	50500	52000	53100	53850	54450	54800
LOWER QUARTILE	38600	40950	42700	43950	44850	45450	45800	46100	46250
LOWER DECILE	35000	36700	37950	38800	39400	39800	40050	40200	40300
MEAN	42850	46500	49550	52050	53950	55450	56450	57350	57900
TOTAL NUMBER	1341	1408	841	643	507	479	328	278	847
OVER $93000	0	0	2	3	6	13	10	9	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11139

ELECTRICAL UTILITIES. SUPERVISORY
ALL ENGINEERS



ELECTRICAL UTILITIES. NON-SUPERVISORY
ALL ENGINEERS



ELECTRICAL UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31950	34300	36700	39250	41800	44400	47000	49600
UPPER QUARTILE	28550	30600	32650	34800	36950	39100	41300	43450	45600
MEDIAN	27750	29450	31250	33000	34800	36600	38350	40050	41750
LOWER QUARTILE	27000	28450	29950	31450	32950	34400	35800	37200	38500
LOWER DECILE	26400	27650	28950	30200	31450	32650	33806	34900	35950
MEAN	28250	30000	31750	33550	35350	37150	38950	40700	42450
TOTAL NUMBER	115	120	170	156	113	90	88	88	113
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54750	61950	68300	73500	77500	80450	82500	84100	85000
UPPER QUARTILE	49700	55250	59950	63600	66350	68300	69650	70700	71250
MEDIAN	44900	49100	52500	55100	57000	58300	59200	59900	60300
LOWER QUARTILE	40900	44000	46350	48100	49250	50050	50550	50900	51150
LOWER DECILE	37850	40200	41950	43200	44000	44550	44850	45050	45150
MEAN	45700	50100	53800	56650	58850	60400	61450	62300	62850
TOTAL NUMBER	426	617	460	359	285	293	206	167	525
OVER $93000	0	0	2	3	5	13	9	7	69
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4391

ELECTRICAL UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33650	35350	37050	38750	40400	42000	43600	45150
UPPER QUARTILE	30200	31900	33550	35150	36750	38250	39700	41100	42400
MEDIAN	27850	29650	31350	33000	34500	35950	37250	38450	39550
LOWER QUARTILE	26050	27700	29300	30750	32050	33300	34350	35350	36200
LOWER DECILE	25200	26450	27650	28800	29800	30700	31550	32300	32950
MEAN	28450	30000	31500	32950	34400	35750	37000	38200	39300
TOTAL NUMBER	177	278	466	487	487	402	397	380	340
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48100	52000	55250	57800	59750	61200	62200	63000	63450
UPPER QUARTILE	44800	47750	50000	51650	52800	53550	54050	54400	54550
MEDIAN	41450	43500	44900	45800	46350	46650	46850	46950	47000
LOWER QUARTILE	37550	38950	39800	40300	40550	40700	40800	40850	40850
LOWER DECILE	34000	35100	35800	36250	36500	36650	36750	36800	36800
MEAN	41300	43700	45450	46700	47550	48050	48400	48650	48750
TOTAL NUMBER	915	791	381	284	222	186	122	111	322
OVER $93000	0	0	0	0	1	0	1	2	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6748

ELECTRICAL UTILITIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31250	33100	34950	36900	38850	40900	42900	44950	47050
UPPER QUARTILE	29800	31450	33150	34850	36550	38250	39950	41650	43300
MEDIAN	28250	29750	31250	32750	34200	35650	37100	38450	39800
LOWER QUARTILE	26850	28150	29450	30700	31950	33150	34250	35350	36400
LOWER DECILE	25850	26900	27950	28950	29950	30850	31750	32550	33300
MEAN	28650	30050	31500	32950	34400	35800	37250	38600	40000
TOTAL NUMBER	291	386	612	613	569	458	430	408	374
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51150	57100	62550	67350	71350	74550	76950	79100	80650
UPPER QUARTILE	46500	50900	54700	57850	60350	62250	63600	64700	65350
MEDIAN	42250	45500	48150	50200	51750	52850	53600	54200	54500
LOWER QUARTILE	38250	40600	42350	43700	44650	45300	45750	46050	46200
LOWER DECILE	34700	36400	37700	38650	39300	39750	40050	40300	40400
MEAN	42600	46150	49200	51700	53700	55150	56250	57150	57750
TOTAL NUMBER	1120	1136	649	492	431	415	291	243	778
OVER $93000	0	0	2	3	3	13	7	7	67
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9696

ELECTRICAL UTILITIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31850	34150	36500	38950	41500	44000	46600	49150
UPPER QUARTILE	28600	30600	32600	34650	36750	38900	41000	43100	45200
MEDIAN	27800	29500	31200	32950	34650	36400	38100	39750	41400
LOWER QUARTILE	27050	28500	29950	31350	32800	34200	35550	36900	38150
LOWER DECILE	26550	27750	28900	30100	31250	32350	33450	34500	35500
MEAN	28300	29950	31700	33400	35150	36900	38650	40350	42050
TOTAL NUMBER	115	120	169	155	111	85	82	77	95
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54250	61500	67850	73150	77350	80400	82600	84300	85350
UPPER QUARTILE	49200	54650	59250	62950	65700	67700	69100	70150	70800
MEDIAN	44450	48550	51900	54450	56400	57750	58650	59400	59850
LOWER QUARTILE	40500	43550	45950	47700	48900	49750	50250	50650	50900
LOWER DECILE	37300	39650	41450	42750	43650	44300	44700	45000	45150
MEAN	45250	49600	53250	56150	58350	59950	61050	62000	62550
TOTAL NUMBER	357	501	368	279	248	256	184	153	485
OVER $93000	0	0	2	3	3	13	6	6	61
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3840

ELECTRICAL UTILITIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33650	35350	37000	38700	40350	41950	43550	45100
UPPER QUARTILE	30150	31850	33500	35150	36750	38250	39700	41100	42400
MEDIAN	27850	29600	31300	32950	34450	35900	37200	38400	39450
LOWER QUARTILE	26100	27750	29250	30700	32000	33150	34200	35150	35950
LOWER DECILE	25250	26500	27650	28700	29700	30550	31400	32100	32750
MEAN	28450	30000	31500	32900	34300	35650	36900	38050	39150
TOTAL NUMBER	176	266	443	458	458	373	348	331	279
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48000	51850	55050	57600	59550	60950	61950	62750	63200
UPPER QUARTILE	44750	47650	49800	51400	52450	53200	53600	53950	54100
MEDIAN	41300	43300	44650	45500	46000	46300	46500	46550	46600
LOWER QUARTILE	37300	38650	39500	40000	40300	40500	40550	40600	40600
LOWER DECILE	33800	34950	35650	36150	36400	36600	36650	36700	36750
MEAN	41150	43500	45200	46450	47250	47800	48150	48350	48450
TOTAL NUMBER	763	635	281	213	183	159	107	90	293
OVER $93000	0	0	0	0	0	0	1	1	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5856

ELECTRICAL UTILITIES, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	34400	36200	38050	39950	41900	43900	45900	47900
UPPER QUARTILE	0	32500	34100	35750	37400	39100	40800	42450	44150
MEDIAN	0	31100	32500	33900	35300	36700	38050	39400	40750
LOWER QUARTILE	0	28600	29950	31350	32700	34050	35350	36600	37850
LOWER DECILE	0	26800	28050	29300	30550	31750	32950	34100	35150
MEAN	0	30650	32200	33800	35350	36900	38450	39950	41400
TOTAL NUMBER	1	12	24	30	31	33	54	58	79
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	58000	63650	68800	73250	76900	79800	82550	84750
UPPER QUARTILE	47450	52200	56450	60150	63200	65600	67450	69100	70400
MEDIAN	43300	46700	49650	52000	53800	55100	56050	56850	57400
LOWER QUARTILE	40050	42750	44550	45500	45800	45550	45050	44200	43050
LOWER DECILE	37050	39300	40650	41150	41000	40400	39600	38400	36900
MEAN	44200	48000	51100	53600	55450	56800	57750	58500	59000
TOTAL NUMBER	216	261	177	135	68	57	32	34	67
OVER $93000	0	0	0	0	3	0	3	2	7
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1369

ELECTRICAL UTILITIES, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	52150	53300	54500	55700
UPPER QUARTILE	0	0	0	0	0	46250	47550	48900	50200
MEDIAN	0	0	0	0	0	41700	42900	44100	45300
LOWER QUARTILE	0	0	0	0	0	40000	40700	41450	42200
LOWER DECILE	0	0	0	0	0	38050	38650	39250	39850
MEAN	0	0	0	0	0	43900	44900	45900	46900
TOTAL NUMBER	0	0	1	1	2	5	6	11	18
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58150	61950	65950	70000	74150	78250	82250	87150	93900
UPPER QUARTILE	52850	56750	60500	64050	67300	70150	72700	75400	78300
MEDIAN	47700	51200	54500	57550	60250	62650	64600	66700	68800
LOWER QUARTILE	43700	45850	48000	49950	51750	53300	54500	55600	55800
LOWER DECILE	40950	42400	43700	44750	45650	46400	46950	47500	48000
MEAN	48900	51950	54950	57850	60600	63050	65150	67350	69100
TOTAL NUMBER	67	112	89	73	31	33	18	14	39
OVER $93000	0	0	0	0	2	0	3	1	7
UNDER $18000	0	0	0	0	0	0	0	0	0

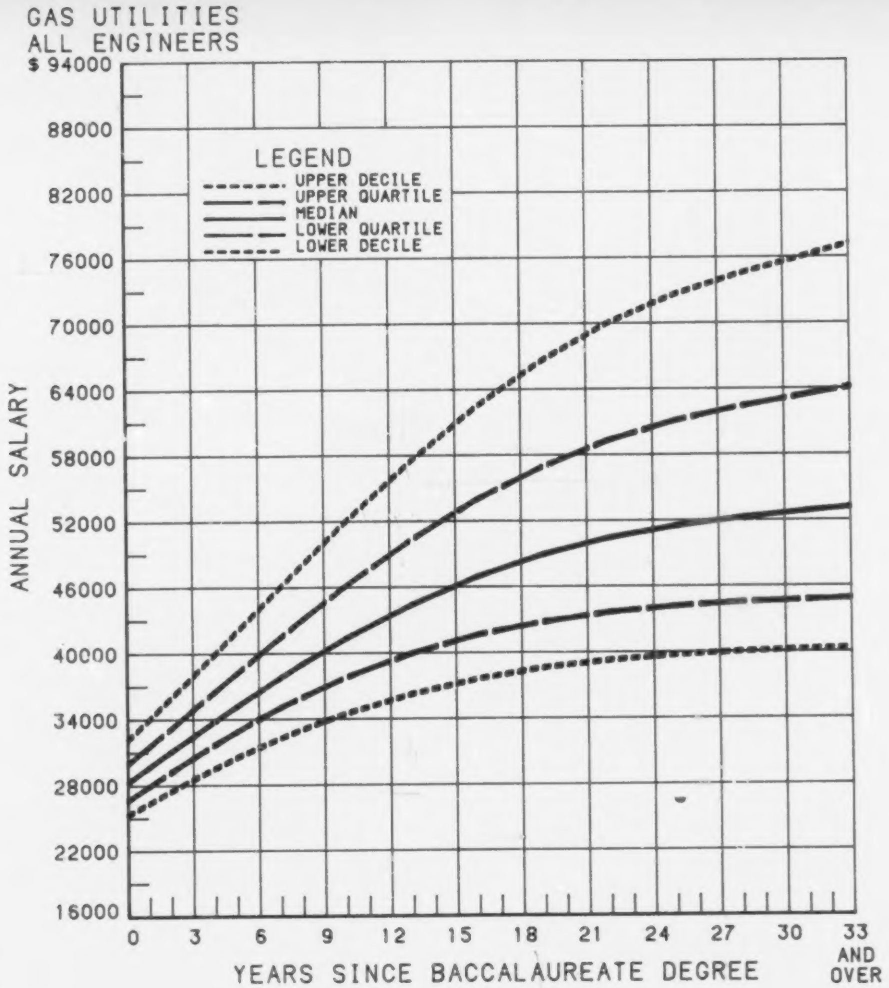
ENGINEERS COVERED - 520

ELECTRICAL UTILITIES, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33900	35550	37200	38900	40550	42200	43800	45400
UPPER QUARTILE	0	32600	34050	35500	36950	38400	39800	41150	42500
MEDIAN	0	31550	32700	33850	35000	36150	37300	38450	39550
LOWER QUARTILE	0	28800	30050	31300	32550	33800	34950	36100	37150
LOWER DECILE	0	27600	28550	29500	30450	31350	32250	33150	33950
MEAN	0	30850	32150	33500	34800	36100	37350	38600	39850
TOTAL NUMBER	1	12	23	29	29	28	48	47	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43450	52600	56150	59100	61400	63150	64400	65500	66200
UPPER QUARTILE	45000	48300	50950	53000	54500	55500	56200	56700	57000
MEDIAN	41650	44400	46550	47900	48500	48350	47650	46050	42850
LOWER QUARTILE	39050	41200	42450	42850	42600	41800	40800	39350	37450
LOWER DECILE	35500	37300	38450	38850	38650	37900	36750	34900	31850
MEAN	42100	45050	47250	48700	49450	49550	49300	48550	47250
TOTAL NUMBER	149	149	88	62	37	24	14	20	28
OVER $93000	0	0	0	0	1	0	0	1	0
UNDER $18000	0	0	0	0	0	0	0	0	0

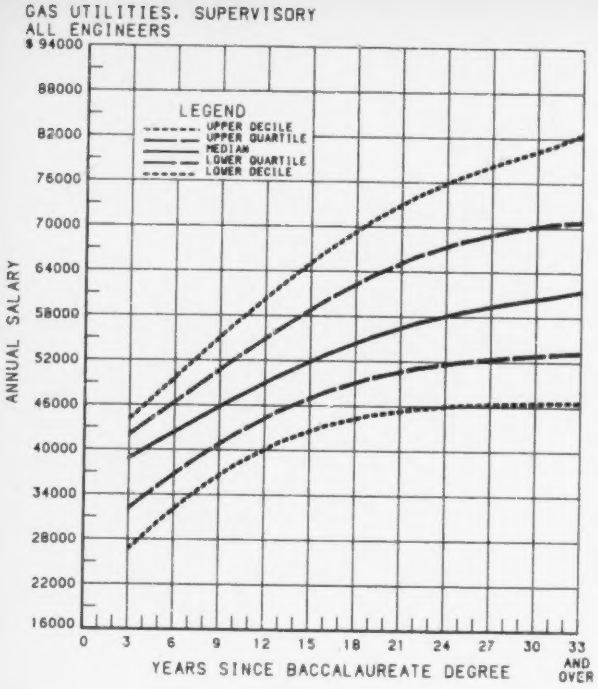
ENGINEERS COVERED - 849

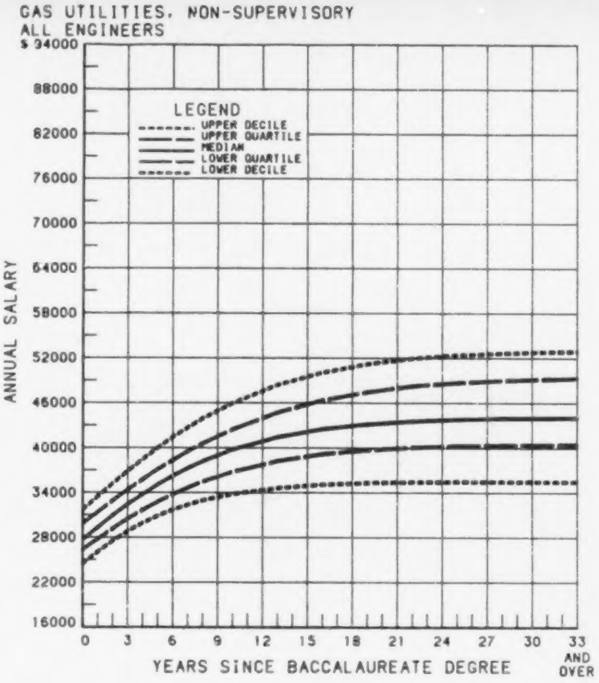


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32150	34050	36000	37950	39950	42000	44000	46050	48050
UPPER QUARTILE	29950	31600	33200	34900	36550	38200	39850	41450	43050
MEDIAN	28250	29700	31100	32450	33850	35200	36500	37800	39050
LOWER QUARTILE	26600	27950	29250	30500	31750	32900	34050	35100	36050
LOWER DECILE	25300	26400	27500	28550	29550	30550	31450	32300	33100
MEAN	28450	29950	31400	32850	34350	35750	37200	38550	39900
TOTAL NUMBER	23	52	73	82	75	78	56	61	47
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	57550	62500	66650	70050	72600	74500	76100	77200
UPPER QUARTILE	46150	50350	54000	56950	59350	61100	62400	63450	64150
MEDIAN	41350	44400	46950	48950	50450	51500	52250	52850	53200
LOWER QUARTILE	37850	40000	41650	42800	43650	44200	44550	44750	44900
LOWER DECILE	34550	36300	37650	38650	39300	39750	40050	40250	40350
MEAN	42450	45800	48650	50850	52600	53850	54700	55400	55800
TOTAL NUMBER	155	173	122	92	63	77	52	85	157
OVER $93000	0	0	0	0	1	1	1	0	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1533





GAS UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	44150	46000	47850	49650	51500	53300
UPPER QUARTILE	0	0	0	42050	43500	44950	46400	47850	49300
MEDIAN	0	0	0	38850	40050	41250	42400	43550	44700
LOWER QUARTILE	0	0	0	32150	33750	35250	36750	38200	39550
LOWER DECILE	0	0	0	26700	28550	30400	32100	33750	35250
MEAN	0	0	0	37600	39050	40450	41900	43300	44650
TOTAL NUMBER	0	1	2	5	11	10	6	21	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56900	62000	66650	70700	74100	76800	78950	80900	82550
UPPER QUARTILE	52200	56300	60100	63350	66050	66050	69450	70500	70800
MEDIAN	46950	50050	52850	55200	57150	58650	59800	60750	61500
LOWER QUARTILE	42100	45350	47850	49750	51100	52000	52600	53050	53300
LOWER DECILE	37950	41150	43350	44800	45650	46200	46450	46600	46650
MEAN	47350	51000	54150	56800	58850	60400	61550	62500	63250
TOTAL NUMBER	51	73	60	37	42	46	27	54	99
OVER $93000	0	0	0	0	1	1	1	0	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 565

GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	33500	35250	36900	38500	40000	41450	42750	43950
UPPER QUARTILE	29850	31400	32950	34400	35800	37150	38350	39550	40600
MEDIAN	27700	29350	30950	32450	33800	35100	36250	37300	38200
LOWER QUARTILE	26350	27800	29200	30500	31700	32800	33800	34700	35500
LOWER DECILE	24450	26050	27550	28850	29950	30900	31750	32400	33000
MEAN	28050	29650	31200	32600	33950	35200	36350	37400	38350
TOTAL NUMBER	23	51	71	77	64	67	50	39	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46000	48450	50100	51250	52000	52450	52700	52900	52950
UPPER QUARTILE	42500	44750	46400	47500	48300	48750	49050	49250	49350
MEDIAN	39800	41450	42550	43200	43600	43850	44000	44050	44100
LOWER QUARTILE	36800	38250	39200	39750	40100	40300	40400	40450	40500
LOWER DECILE	33850	34650	35100	35350	35450	35500	35500	35500	35500
MEAN	39900	41650	42850	43600	44050	44300	44450	44550	44600
TOTAL NUMBER	103	100	62	55	21	31	25	30	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEER3 COVERED - 967

GAS UTILITIES, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33800	35750	37700	39650	41650	43650	45650	47650
UPPER QUARTILE	29800	31450	33100	34800	36450	38150	39800	41450	43050
MEDIAN	28200	29650	31050	32450	33800	35200	36500	37800	39000
LOWER QUARTILE	26600	27900	29200	30450	31700	32850	33900	34950	35900
LOWER DECILE	25400	26450	27500	28500	29500	30400	31300	32100	32900
MEAN	28350	29800	31300	32750	34250	35650	37050	38450	39750
TOTAL NUMBER	23	51	72	80	72	75	51	55	38
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51550	57000	61850	65950	69300	71800	73700	75300	76350
UPPER QUARTILE	46150	50300	53900	56800	59050	60750	61950	62950	63600
MEDIAN	41350	44350	46850	48750	50200	51250	52000	52550	52900
LOWER QUARTILE	37600	39650	41150	42250	42950	43450	43750	43950	44050
LOWER DECILE	34250	36000	37300	38250	38950	39400	39700	39900	40000
MEAN	42300	45600	48350	50500	52150	53350	54150	54850	55200
TOTAL NUMBER	129	141	93	77	51	69	48	82	142
OVER $93000	0	0	0	0	0	1	0	0	5
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1358

GAS UTILITIES, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	45000	46900	0	50750	52650
UPPER QUARTILE	0	0	0	0	42950	44450	0	47450	48900
MEDIAN	0	0	0	0	40000	41200	0	43550	44700
LOWER QUARTILE	0	0	0	0	33250	34900	0	37950	39400
LOWER DECILE	0	0	0	0	28450	30350	0	33850	35400
MEAN	0	0	0	0	38550	40050	0	42950	44400
TOTAL NUMBER	0	1	2	4	9	10	4	20	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56400	61600	66300	70300	73600	76150	78100	79900	81200
UPPER QUARTILE	51750	55700	59200	62200	64700	66650	68150	69450	70350
MEDIAN	46900	49900	52550	54850	56700	58250	59400	60500	61350
LOWER QUARTILE	42050	45400	47900	49750	51050	51900	52450	52850	53050
LOWER DECILE	38100	41100	43100	44350	45100	45500	45750	45850	45900
MEAN	47050	50700	53800	56350	58350	59900	61000	61950	62600
TOTAL NUMBER	45	59	47	32	32	40	25	53	88
OVER $93000	0	0	0	0	0	1	0	0	5
UNDER $18000	0	0	0	0	0	0	0	0	0

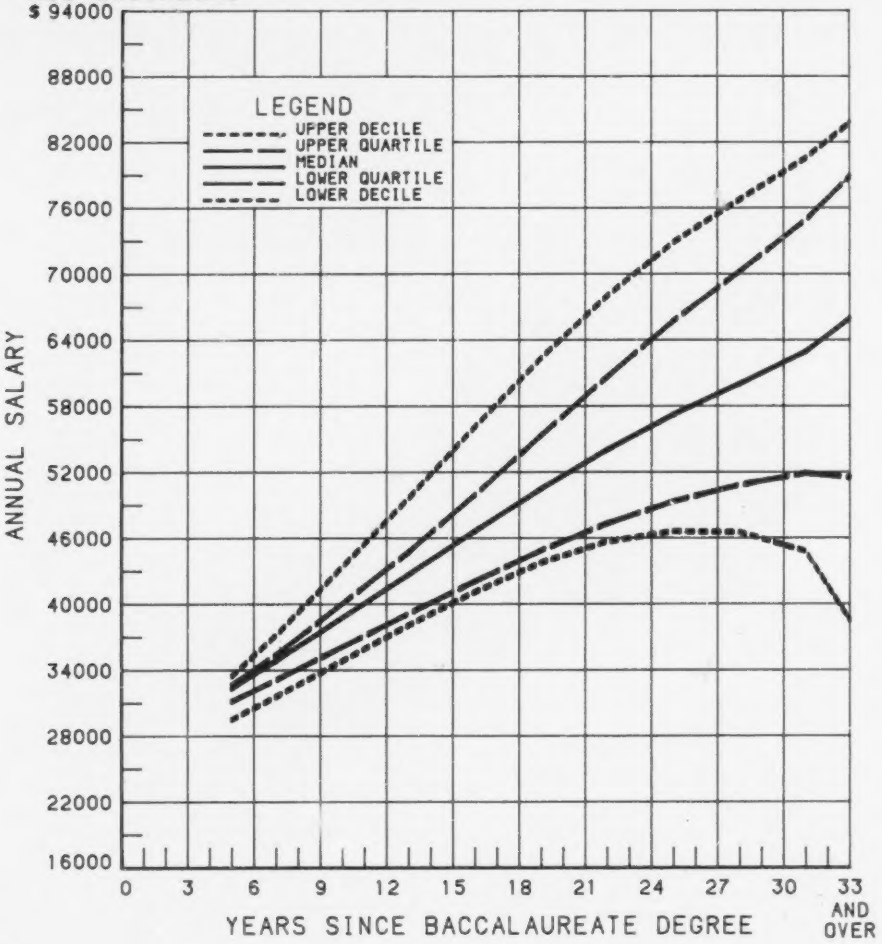
ENGINEERS COVERED - 492

GAS UTILITIES, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31600	33350	35050	36650	38250	39750	41150	42450	43700
UPPER QUARTILE	29700	31300	32850	34350	35750	37100	38350	39550	40600
MEDIAN	27700	29350	30950	32400	33800	35050	36150	37200	38050
LOWER QUARTILE	26450	27850	29200	30450	31600	32650	33600	34450	35200
LOWER DECILE	24350	26050	27550	28850	29950	30900	31650	32300	32850
MEAN	28000	29600	31100	32550	33850	35100	36200	37250	38150
TOTAL NUMBER	23	50	70	75	62	64	46	34	26
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45800	48300	50050	51200	52000	52450	52750	52950	53050
UPPER QUARTILE	42500	44700	46300	47400	48100	48550	48850	49000	49100
MEDIAN	39550	41100	42050	42650	43000	43200	43300	43400	43400
LOWER QUARTILE	36500	37900	38800	39400	39750	39950	40050	40150	40150
LOWER DECILE	33600	34300	34700	34850	34950	35000	35000	35000	35000
MEAN	39700	41400	42500	43250	43700	43950	44100	44200	44200
TOTAL NUMBER	84	81	46	45	19	28	23	29	53
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 865


PROF. SOCIETIES & NON-PROFIT INST.
ALL ENGINEERS

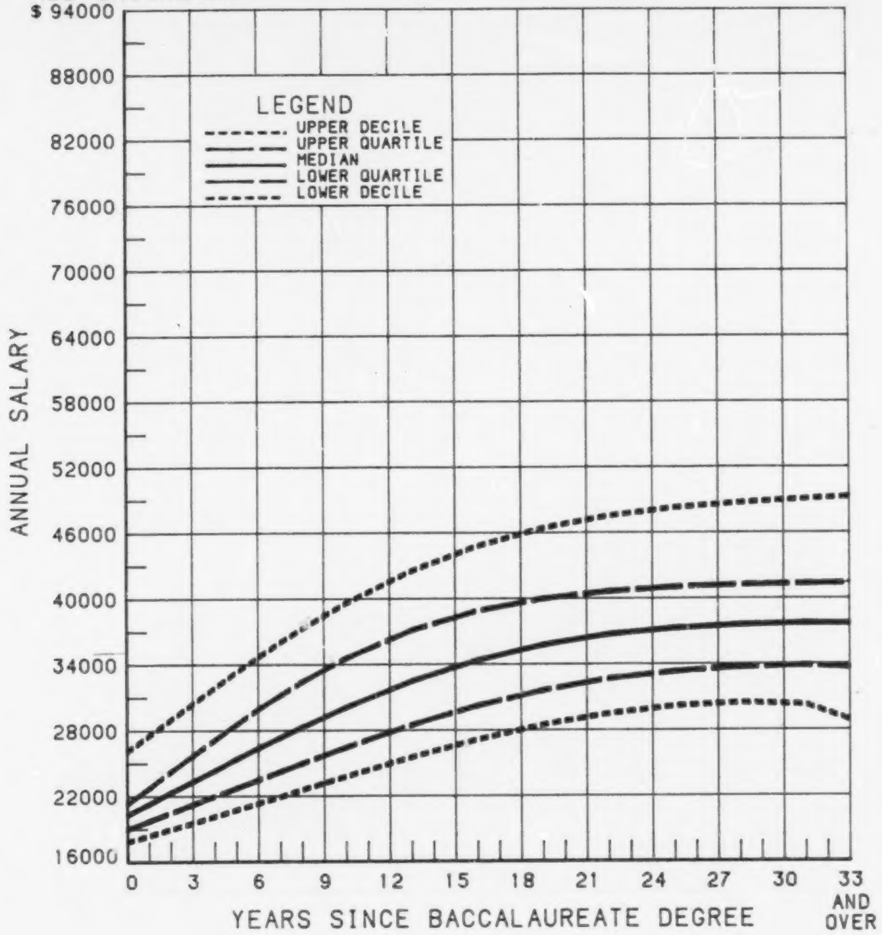
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	33450	0	37200	0
UPPER QUARTILE	0	0	0	0	0	32650	0	35400	0
MEDIAN	0	0	0	0	0	32350	0	34850	0
LOWER QUARTILE	0	0	0	0	0	31150	0	33100	0
LOWER DECILE	0	0	0	0	0	29500	0	31600	0
MEAN	0	0	0	0	0	31950	0	34650	0
TOTAL NUMBER	0	1	1	1	0	8	2	8	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	49650	56150	62400	68050	72900	76800	80550	83750
UPPER QUARTILE	0	44750	49950	55350	60700	65750	70250	74900	78850
MEDIAN	0	42700	46650	50500	54050	57250	60050	62950	65950
LOWER QUARTILE	0	39150	42100	44900	47350	49350	50850	51900	51500
LOWER DECILE	0	38100	41150	43800	45700	46650	46550	44800	38550
MEAN	0	43150	47500	51650	55350	58500	60900	63050	64250
TOTAL NUMBER	3	23	13	8	19	16	21	34	70
OVER $93000	0	0	0	0	0	0	7	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 238

CURVES AND TABLES FOR GOVERNMENT

STATE & LOCAL GOVERNMENT
ALL ENGINEERS

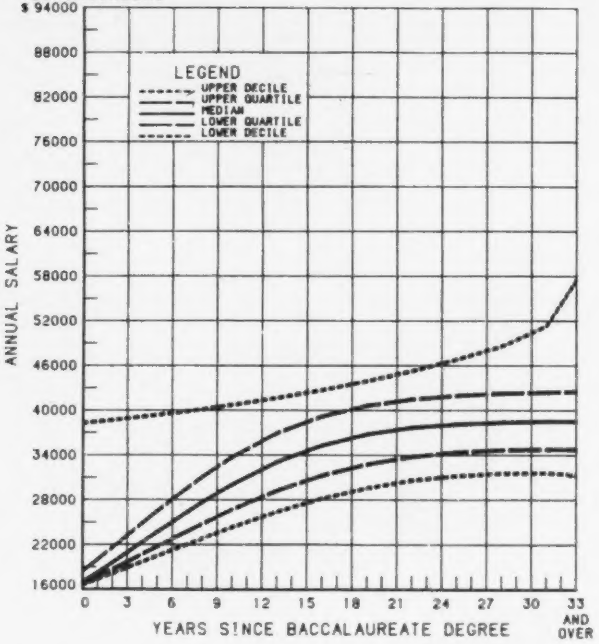


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26100	27550	29000	30450	31900	33350	34700	36050	37300
UPPER QUARTILE	21300	22750	24250	25700	27150	28550	29950	31200	32450
MEDIAN	20300	21300	22350	23350	24350	25400	26400	27350	28300
LOWER QUARTILE	19000	19750	20500	21250	22000	22750	23500	24250	25000
LOWER DECILE	17850	18400	19000	19550	20150	20750	21350	21950	22600
MEAN	21450	22400	23400	24450	25450	26400	27400	28350	29300
TOTAL NUMBER	58	55	50	41	32	49	53	37	31
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	2	0	0

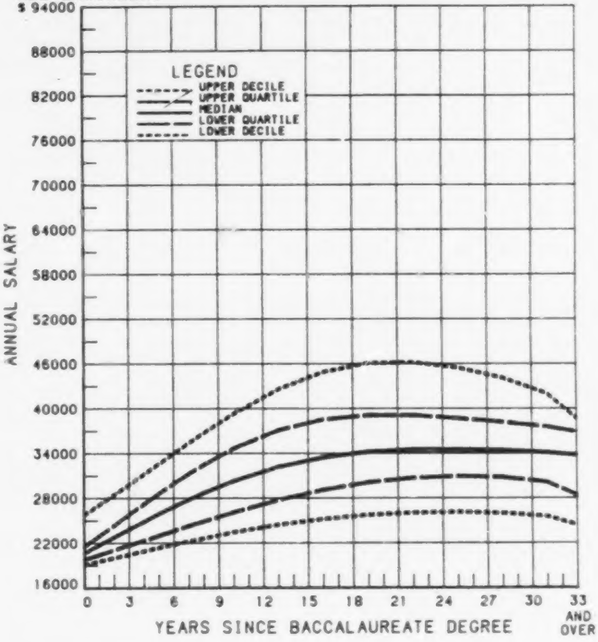
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39600	42550	44800	46450	47550	48300	48750	49100	49300
UPPER QUARTILE	34600	37150	38900	40000	40650	41050	41250	41350	41400
MEDIAN	30100	32500	34400	35800	36750	37300	37600	37750	37700
LOWER QUARTILE	26450	28500	30250	31650	32700	33350	33750	33900	33700
LOWER DECILE	23800	25550	27150	28500	29500	30200	30500	30300	28900
MEAN	31050	33400	35300	36700	37750	38400	38800	39050	39100
TOTAL NUMBER	145	149	110	110	114	151	115	110	126
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 1544

STATE & LOCAL GOVERNMENT, SUPERVISORY
ALL ENGINEERS



STATE & LOCAL GOVERNMENT, NON-SUPERVISORY
ALL ENGINEERS



STATE & LOCAL GOVERNMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38300	38500	38700	38950	39150	39400	39650	39900	40150
UPPER QUARTILE	18450	20000	21600	23250	24900	26500	28100	29600	31100
MEDIAN	17000	18250	19600	20950	22350	23700	25050	26400	27700
LOWER QUARTILE	16750	17700	18700	19700	20750	21750	22800	23800	24800
LOWER DECILE	16650	17400	18150	18950	19700	20500	21300	22050	22850
MEAN	21250	22250	23250	24250	25250	26250	27250	28250	29200
TOTAL NUMBER	7	8	11	8	9	11	19	11	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40750	41700	42750	43950	45300	46850	48600	51350	57500
UPPER QUARTILE	33750	36950	39200	40650	41500	42000	42300	42450	42550
MEDIAN	30100	33100	35300	36800	37700	38150	38400	38550	38550
LOWER QUARTILE	26700	29250	31300	32800	33800	34400	34700	34800	34800
LOWER DECILE	24350	26400	28200	29600	30650	31250	31600	31650	31400
MEAN	31050	33600	35700	37350	38600	39450	40050	40450	40700
TOTAL NUMBER	79	97	78	76	82	112	88	82	104
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 904

STATE & LOCAL GOVERNMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25750	27100	28450	29800	31200	32600	34000	35400	36750
UPPER QUARTILE	21550	22950	24350	25800	27200	28600	29950	31250	32450
MEDIAN	20650	21750	22800	23850	24850	25900	26850	27800	28700
LOWER QUARTILE	19800	20450	21100	21750	22350	23000	23650	24300	24900
LOWER DECILE	19100	19600	20050	20500	20950	21400	21850	22250	22650
MEAN	21450	22400	23400	24450	25450	26400	27400	28350	29250
TOTAL NUMBER	50	47	38	33	23	38	33	26	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39300	42600	44900	46100	46200	45500	44150	42050	38700
UPPER QUARTILE	34650	37100	38550	39100	39100	38700	38200	37550	36900
MEDIAN	30300	32200	33450	34200	34500	34500	34400	34100	33750
LOWER QUARTILE	26100	27750	29100	30100	30700	30950	30800	30150	28400
LOWER DECILE	23450	24450	25200	25750	26050	26150	26000	25550	24400
MEAN	30900	33000	34450	35250	35450	35250	34750	33850	32550
TOTAL NUMBER	65	52	32	34	32	38	26	28	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 640

STATE & LOCAL GOVERNMENT, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24850	26300	27700	29150	30600	32050	33450	34850	36150
UPPER QUARTILE	21200	22600	24000	25400	26800	28150	29500	30750	31950
MEDIAN	20250	21250	22200	23200	24200	25200	26200	27150	28100
LOWER QUARTILE	19000	19700	20400	21150	21900	22650	23350	24100	24850
LOWER DECILE	17850	18400	18950	19550	20100	20700	21250	21850	22450
MEAN	21300	22250	23200	24200	25200	26150	27100	28050	29000
TOTAL NUMBER	58	53	47	37	31	47	51	33	29
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	2	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38650	41900	44400	46200	47450	48200	48650	49000	49150
UPPER QUARTILE	34150	36800	38700	39900	40600	40950	41150	41250	41250
MEDIAN	29900	32300	34250	35700	36700	37250	37600	37700	37650
LOWER QUARTILE	26300	28300	30050	31500	32600	33350	33750	33900	33600
LOWER DECILE	23650	25350	26950	28350	29450	30200	30550	30350	28600
MEAN	30750	33100	35000	36450	37500	38200	38550	38800	38800
TOTAL NUMBER	129	138	102	99	111	145	109	108	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 1455

STATE & LOCAL GOVERNMENT, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36700	36950	37200	37500	37750	38050	38350	38650	39000
UPPER QUARTILE	18650	20000	21400	22850	24300	25700	27150	28550	29900
MEDIAN	17050	18300	19600	20900	22200	23550	24850	26150	27400
LOWER QUARTILE	16800	17750	18700	19700	20650	21650	22650	23650	24600
LOWER DECILE	16750	17450	18150	18850	19600	20350	21100	21850	22550
MEAN	21200	22100	23050	24000	24950	25900	26850	27800	28750
TOTAL NUMBER	7	8	11	8	9	11	19	9	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39650	40700	41900	43200	44600	46200	47950	50650	56500
UPPER QUARTILE	32450	35750	38200	39950	41100	41750	42150	42400	42550
MEDIAN	29750	32750	35000	36550	37500	38000	38250	38400	38450
LOWER QUARTILE	26500	29000	31050	32600	33650	34300	34650	34800	34750
LOWER DECILE	24050	26100	27950	29450	30550	31300	31650	31750	31250
MEAN	30550	33000	35150	36850	38200	39100	39750	40200	40400
TOTAL NUMBER	71	90	73	67	80	108	82	80	102
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 853

STATE & LOCAL GOVERNMENT, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24650	26000	27400	28850	30300	31800	33300	34750	36250
UPPER QUARTILE	21350	22700	24100	25500	26900	28250	29650	30950	32200
MEDIAN	20650	21650	22700	23750	24800	25800	26800	27750	28650
LOWER QUARTILE	19800	20450	21050	21650	22300	22900	23550	24150	24800
LOWER DECILE	19050	19500	19950	20400	20850	21300	21750	22150	22600
MEAN	21250	22200	23200	24250	25250	26250	27200	28200	29100
TOTAL NUMBER	50	45	36	29	21	36	31	24	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39050	42700	45300	46700	46850	46000	44500	42100	38400
UPPER QUARTILE	34450	37100	38700	39400	39300	38800	38150	37200	36200
MEDIAN	30300	32350	33700	34500	34750	34700	34400	33950	33350
LOWER QUARTILE	25950	27600	29000	30050	30750	31000	30850	30100	28000
LOWER DECILE	23400	24450	25300	25900	26250	26350	26200	25700	24250
MEAN	30850	33050	34600	35500	35700	35450	34850	33750	32100
TOTAL NUMBER	58	47	29	31	30	36	26	28	19
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 602

REGIONAL CURVES AND TABLES

REGIONAL BREAKDOWNS

NEW ENGLAND

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

MIDDLE ATLANTIC

- New Jersey
- New York
- Pennsylvania

EAST NORTH CENTRAL

- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

WEST NORTH CENTRAL

- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

SOUTH ATLANTIC

- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland

SOUTH ATLANTIC (cont d)

- North Carolina
- South Carolina
- Virginia
- West Virginia

EAST SOUTH CENTRAL

- Alabama
- Kentucky
- Mississippi
- Tennessee

WEST SOUTH CENTRAL

- Arkansas
- Louisiana
- Oklahoma
- Texas

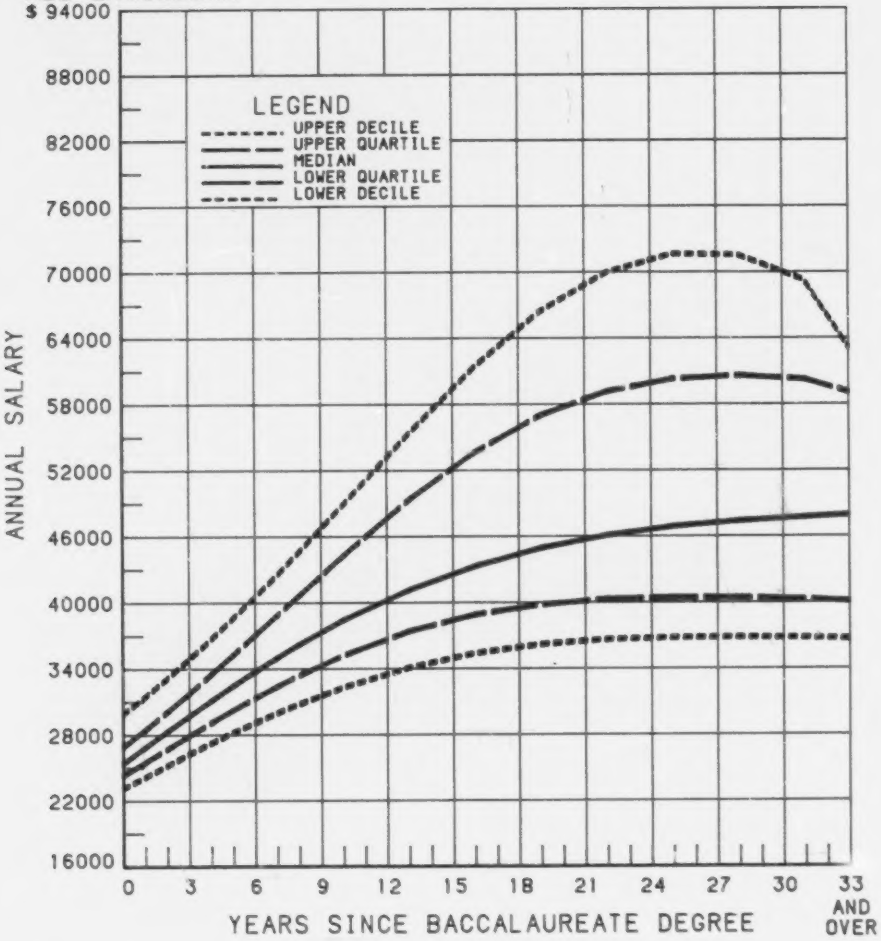
MOUNTAIN

- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

PACIFIC

- Alaska
- California
- Hawaii
- Oregon
- Washington

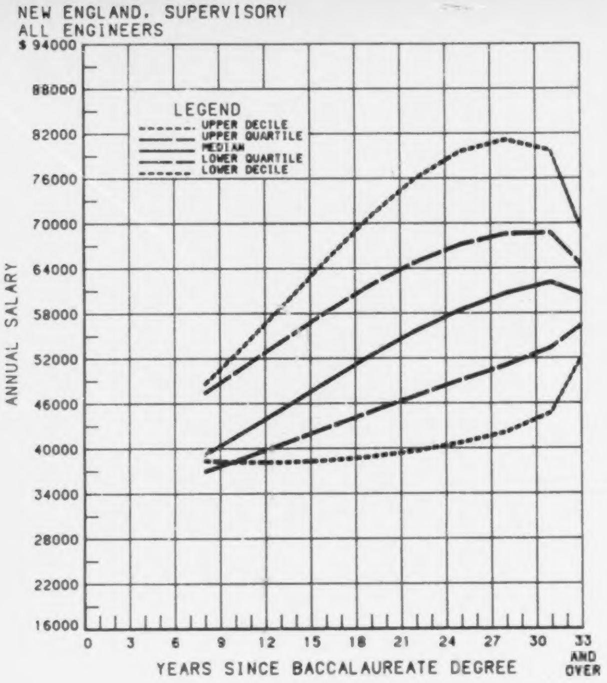
NEW ENGLAND
ALL ENGINEERS

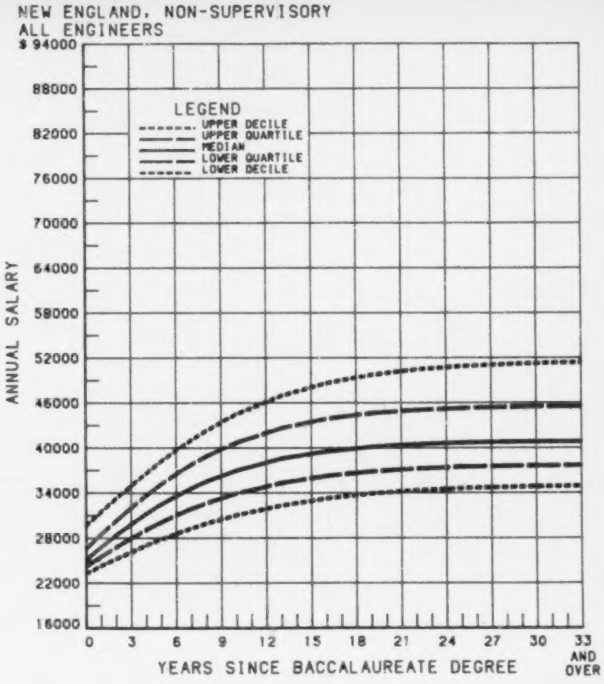


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	31500	33150	34900	36700	38600	40550	42550	44650
UPPER QUARTILE	26900	28450	30100	31750	33500	35250	37050	38850	40650
MEDIAN	25400	26850	28300	29700	31100	32450	33750	35000	36200
LOWER QUARTILE	24300	25500	26700	27900	29100	30250	31350	32400	33400
LOWER DECILE	23150	24150	25200	26250	27250	28200	29100	30000	30800
MEAN	26050	27400	28750	30100	31500	32900	34350	35750	37150
TOTAL NUMBER	81	60	81	49	125	77	33	45	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	55350	61400	66450	69950	71650	71550	69300	63150
UPPER QUARTILE	44250	49350	53650	57000	59150	60300	60600	60250	59100
MEDIAN	38400	41150	43300	44950	46100	46900	47400	47750	47950
LOWER QUARTILE	35200	37400	38900	39800	40300	40450	40450	40300	40100
LOWER DECILE	32300	34100	35400	36200	36650	36800	36850	36800	36700
MEAN	39850	43550	46650	49000	50550	51350	51650	51550	50850
TOTAL NUMBER	181	240	103	148	105	138	33	43	132
OVER $93000	0	0	0	1	0	1	5	3	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1746





NEW ENGLAND, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	48600
UPPER QUARTILE	0	0	0	0	0	0	0	0	47400
MEDIAN	0	0	0	0	0	0	0	0	39200
LOWER QUARTILE	0	0	0	0	0	0	0	0	36950
LOWER DECILE	0	0	0	0	0	0	0	0	38350
MEAN	0	0	0	0	0	0	0	0	42000
TOTAL NUMBER	0	0	0	3	2	2	0	3	6
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	**9-11**	**12-14**	**15-17**	**18-20**	**21-23**	**24-26**	**27-29**	**30-32**	**33+**
UPPER DECILE	52500	58650	64950	70900	76000	79600	81150	79750	69350
UPPER QUARTILE	50100	54150	58100	61750	64850	67200	68600	68750	64500
MEDIAN	41550	45100	48750	52350	55650	58450	60650	62150	60650
LOWER QUARTILE	38350	40500	42700	44850	47000	49100	51050	53400	56350
LOWER DECILE	38200	38150	38400	38900	39650	40750	42150	44750	52050
MEAN	44200	47550	50900	54150	57100	59650	61600	63050	62000
TOTAL NUMBER	38	162	53	85	45	89	23	22	45
OVER $93000	0	0	0	1	0	1	5	3	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 584

NEW ENGLAND, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31500	33300	35000	36650	38250	39700	41050	42300
UPPER QUARTILE	26600	28500	30300	32050	33700	35200	36550	37800	38900
MEDIAN	25150	26800	28400	29850	31250	32500	33600	34650	35550
LOWER QUARTILE	24200	25550	26800	28000	29100	30100	31050	31900	32650
LOWER DECILE	23250	24300	25250	26150	27050	27850	28600	29300	29950
MEAN	25750	27300	28850	30300	31650	32900	34050	35100	36050
TOTAL NUMBER	80	60	81	45	123	75	32	41	55
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	**9-11**	**12-14**	**15-17**	**18-20**	**21-23**	**24-26**	**27-29**	**30-32**	**33+**
UPPER DECILE	44500	46950	48650	49750	50450	50900	51150	51350	51400
UPPER QUARTILE	40700	42650	43900	44650	45050	45300	45450	45550	45550
MEDIAN	37000	38600	39550	40150	40500	40700	40800	40850	40850
LOWER QUARTILE	33950	35350	36300	36900	37250	37500	37600	37650	37700
LOWER DECILE	31050	32350	33300	33950	34350	34650	34800	34900	34950
MEAN	37650	39400	40550	41250	41700	42000	42150	42200	42250
TOTAL NUMBER	142	78	50	62	60	49	10	21	87
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1161

NEW ENGLAND, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	31500	33100	34800	36500	38250	40050	41800	43600
UPPER QUARTILE	27050	28550	30150	31700	33300	34850	36400	37950	39450
MEDIAN	25850	27050	28250	29500	30700	31850	33000	34150	35250
LOWER QUARTILE	24400	25600	26700	27850	28900	29900	30900	31800	32650
LOWER DECILE	23200	24250	25200	26150	27050	27900	28750	29500	30150
MEAN	26100	27400	28750	30050	31350	32650	33900	35100	36300
TOTAL NUMBER	79	60	81	44	107	69	22	42	50
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47100	52000	56250	59550	61900	63300	63950	64050	63400
UPPER QUARTILE	42350	46300	49700	52500	54650	56200	57300	58200	58650
MEDIAN	37300	40050	42350	44200	45650	46700	47450	48050	48400
LOWER QUARTILE	34200	36050	37450	38500	39200	39650	39950	40150	40250
LOWER DECILE	31400	32900	34000	34800	35350	35700	35900	36050	36100
MEAN	38550	41550	44050	46000	47500	48600	49400	50000	50350
TOTAL NUMBER	135	120	71	83	59	120	20	22	91
OVER $93000	0	0	0	1	0	0	2	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1283

NEW ENGLAND, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	52300
UPPER QUARTILE	0	0	0	0	0	0	0	0	44150
MEDIAN	0	0	0	0	0	0	0	0	36600
LOWER QUARTILE	0	0	0	0	0	0	0	0	37200
LOWER DECILE	0	0	0	0	0	0	0	0	38150
MEAN	0	0	0	0	0	0	0	0	40700
TOTAL NUMBER	0	0	0	3	1	2	0	3	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53750	56050	58600	61450	64650	68250	72300	78700	93550
UPPER QUARTILE	46650	50450	54200	57700	60800	63300	64950	65600	62450
MEDIAN	39050	42950	46950	50950	54750	57950	60400	62000	59600
LOWER QUARTILE	38350	40100	41850	43550	45250	46900	48450	50350	52900
LOWER DECILE	38050	38100	38350	38800	39500	40500	41750	44050	50250
MEAN	42550	45400	48250	51050	53700	56150	58250	60400	61700
TOTAL NUMBER	27	76	31	33	27	73	10	15	29
OVER $93000	0	0	0	1	0	0	2	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 343

NEW ENGLAND, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	31550	33150	34700	36200	37600	38900	40150	41300
UPPER QUARTILE	26700	28550	30300	31900	33450	34900	36200	37350	38400
MEDIAN	25350	26850	28300	29700	30950	32100	33150	34100	34950
LOWER QUARTILE	24350	25600	26750	27850	28900	29800	30650	31400	32050
LOWER DECILE	23200	24250	25250	26150	27000	27800	28500	29200	29750
MEAN	25900	27350	28750	30100	31350	32500	33550	34500	35400
TOTAL NUMBER	79	59	80	40	106	67	22	38	44
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43350	45750	47500	48700	49450	50000	50300	50500	50600
UPPER QUARTILE	40150	42000	43200	43950	44350	44600	44750	44800	44850
MEDIAN	36350	37900	38850	39500	39850	40050	40150	40250	40250
LOWER QUARTILE	33200	34400	35200	35700	36000	36150	36250	36300	36300
LOWER DECILE	30750	31900	32650	33150	33450	33650	33750	33850	33850
MEAN	36900	38550	39700	40450	40900	41150	41300	41400	41450
TOTAL NUMBER	107	43	39	50	32	46	10	6	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 939

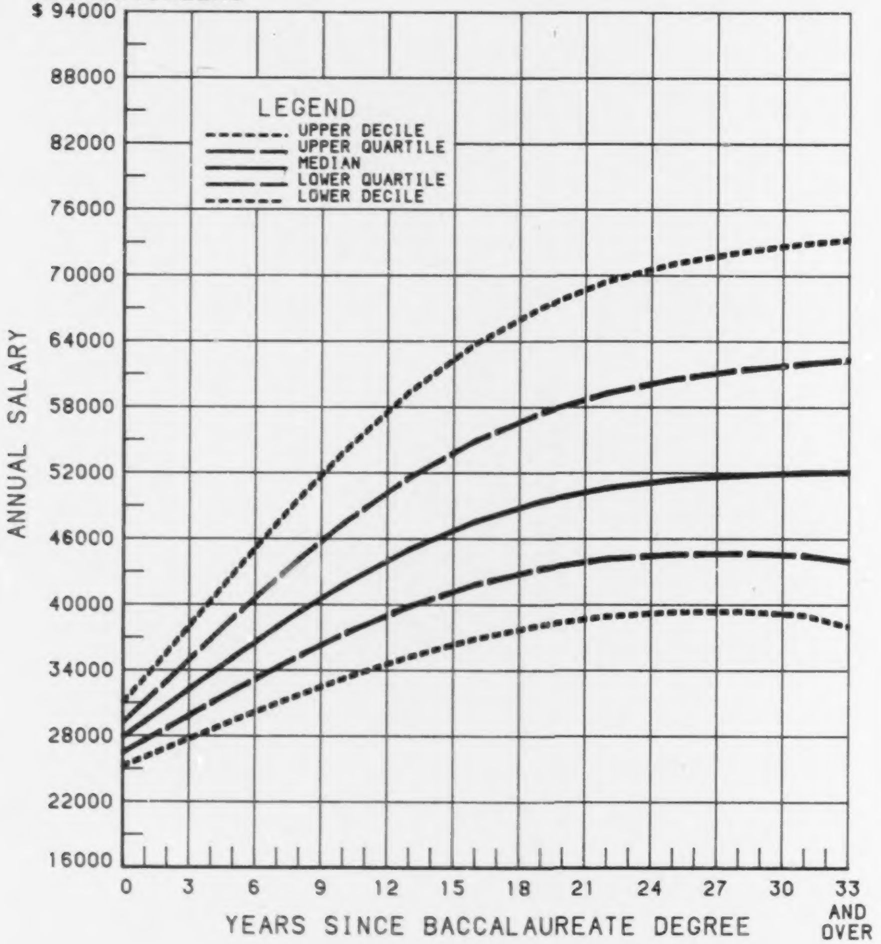
NEW ENGLAND, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	35200	36800	38500	40300	0	44150
UPPER QUARTILE	0	0	0	31450	34050	36600	39100	0	43800
MEDIAN	0	0	0	30100	31650	33200	34650	0	37350
LOWER QUARTILE	0	0	0	28750	29950	31100	32300	0	34600
LOWER DECILE	0	0	0	28400	29350	30250	31200	0	33100
MEAN	0	0	0	31300	32700	34100	35550	0	38450
TOTAL NUMBER	1	0	0	5	16	7	10	2	7
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48300	55050	62100	69000	74950	79000	80450	77800	64200
UPPER QUARTILE	47900	52800	56300	58550	60000	60850	61350	61600	61700
MEDIAN	39700	42550	44600	46050	47050	47650	48050	48300	48450
LOWER QUARTILE	36800	39750	42050	43550	44250	44150	43450	41950	39100
LOWER DECILE	34950	37550	39750	41400	42400	42700	42350	41000	37400
MEAN	41300	45350	48850	51500	53250	54100	54150	53400	51300
TOTAL NUMBER	29	110	23	51	42	16	12	21	37
OVER $93000	0	0	0	0	0	1	2	3	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 397

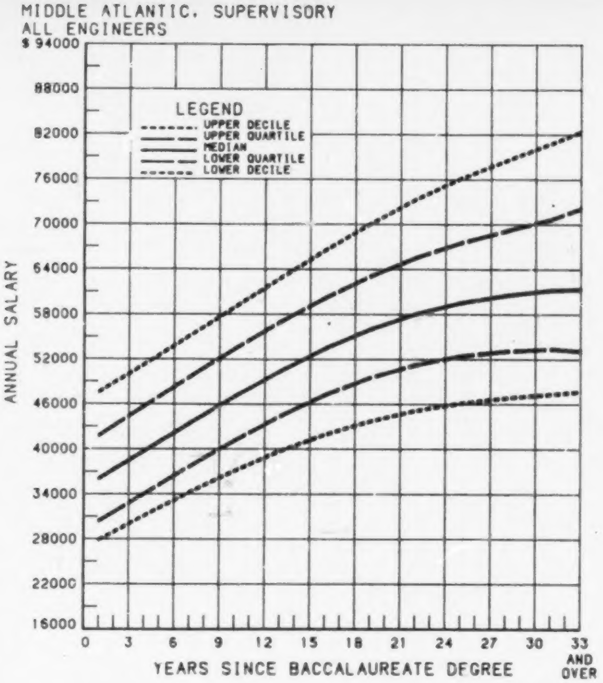
MIDDLE ATLANTIC
ALL ENGINEERS

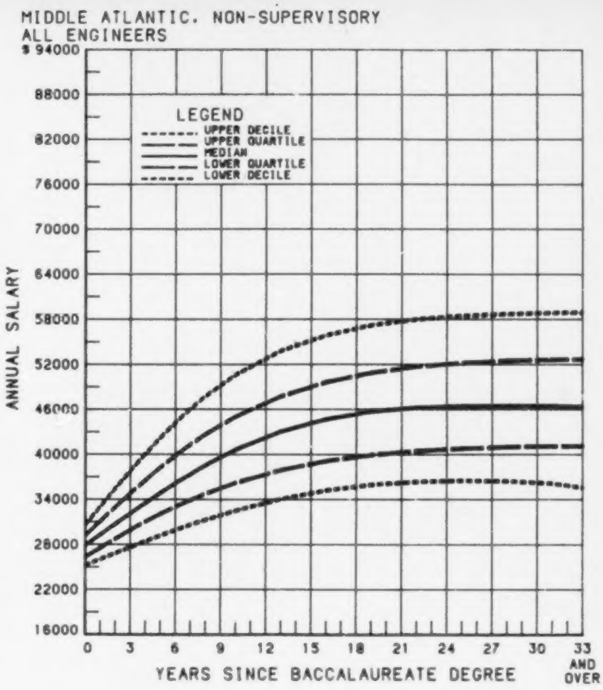


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31050	33300	35650	38050	40400	42800	45150	47450	49700
UPPER QUARTILE	29200	31100	33000	34950	36850	38750	40600	42400	44150
MEDIAN	27850	29300	30750	32250	33700	35150	36550	37950	39300
LOWER QUARTILE	26450	27600	28700	29850	31000	32100	33200	34250	35300
LOWER DECILE	25250	26050	26900	27750	28550	29400	30200	31000	31750
MEAN	28100	29700	31250	32850	34400	35950	37450	38900	40250
TOTAL NUMBER	808	714	708	744	661	692	511	518	441
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53900	59400	63800	67100	69500	71100	72150	72950	73300
UPPER QUARTILE	47400	51600	54950	57500	59300	60550	61400	62000	62350
MEDIAN	41800	45050	47600	49450	50650	51400	51800	52050	52100
LOWER QUARTILE	37300	39850	41850	43300	44200	44600	44700	44500	43950
LOWER DECILE	33250	35250	36900	38150	38950	39350	39400	39050	38000
MEAN	42850	46150	48750	50750	52200	53200	53850	54400	54650
TOTAL NUMBER	1296	1374	1067	1036	906	994	762	678	1450
OVER $93000	0	3	0	0	7	5	38	4	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 15369


MIDDLE ATLANTIC, SUPERVISORY
ALL ENGINEERS


MIDDLE ATLANTIC, NON-SUPERVISORY
ALL ENGINEERS

MIDDLE ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	47600	48850	50050	51300	52550	53800	55100	56350
UPPER QUARTILE	0	41800	43100	44400	45700	47000	48300	49600	50900
MEDIAN	0	36050	37300	38500	39750	41000	42200	43450	44550
LOWER QUARTILE	0	30400	31600	32800	34000	35200	36450	37650	38850
LOWER DECILE	0	27900	28950	30050	31100	32150	33150	34200	35200
MEAN	0	36950	38150	39350	40550	41750	42950	44200	45350
TOTAL NUMBER	4	8	14	17	40	42	59	97	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58950	62800	66550	70100	73350	76200	78500	80800	82400
UPPER QUARTILE	53400	56950	60200	63100	65550	67550	69150	70700	72150
MEDIAN	47050	50400	53450	56000	58050	59550	60550	61250	61350
LOWER QUARTILE	41150	44400	47250	49550	51250	52450	53100	53400	53100
LOWER DECILE	37100	39750	41950	43750	45150	46150	46850	47350	47700
MEAN	47700	51050	54100	56750	58950	60650	61850	62850	63400
TOTAL NUMBER	281	526	434	481	401	391	374	342	603
OVER $93000	0	3	0	0	7	5	38	4	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4198

MIDDLE ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30600	33050	35500	37850	40100	42250	44250	46100	47800
UPPER QUARTILE	29150	31100	33000	34850	36600	38300	39850	41350	42700
MEDIAN	27850	29300	30750	32150	33550	34900	36200	37400	38600
LOWER QUARTILE	26300	27550	28750	29950	31050	32100	33050	33950	34800
LOWER DECILE	25250	26050	26850	27650	28450	29200	29950	30650	31300
MEAN	27950	29600	31150	32650	34100	35500	36800	38000	39100
TOTAL NUMBER	803	706	694	727	621	649	452	421	363
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50650	53850	55900	57250	58050	58500	58750	58900	58950
UPPER QUARTILE	45050	47750	49650	50900	51750	52200	52500	52650	52700
MEDIAN	40650	43050	44700	45750	46250	46450	46500	46450	46350
LOWER QUARTILE	36250	37950	39150	39950	40500	40800	41000	41100	41100
LOWER DECILE	32550	34100	35250	36000	36400	36550	36450	36150	35600
MEAN	41050	43350	44950	46050	46750	47200	47500	47650	47750
TOTAL NUMBER	1014	847	633	555	504	603	388	335	847
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11171

MIDDLE ATLANTIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	32300	34650	37000	39350	41700	43950	46150	48300
UPPER QUARTILE	28950	30750	32550	34400	36200	38000	39750	41450	43050
MEDIAN	27650	29100	30550	31950	33350	34750	36050	37350	38550
LOWER QUARTILE	26200	27450	28650	29800	30950	32000	33000	34000	34900
LOWER DECILE	25150	26000	26800	27650	28450	29250	30000	30750	31500
MEAN	27600	29150	30700	32250	33800	35250	36700	38050	39350
TOTAL NUMBER	753	666	614	660	551	559	437	353	318
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52150	57050	60750	63400	65250	66400	67150	67650	67850
UPPER QUARTILE	46100	49950	52950	55050	56500	57450	58050	58500	58750
MEDIAN	40800	43650	45850	47450	48550	49300	49750	50100	50300
LOWER QUARTILE	36550	38600	40200	41350	42150	42650	43000	43200	43300
LOWER DECILE	32850	34650	36100	37100	37800	38100	38150	38000	37450
MEAN	41750	44750	47100	48850	50100	50950	51450	51850	52050
TOTAL NUMBER	920	958	646	606	531	597	449	488	965
OVER $93000	0	0	0	0	2	1	2	2	14
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11079

MIDDLE ATLANTIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	46350	47650	48950	50300	51600	52900	54200
UPPER QUARTILE	0	0	41050	42500	43900	45300	46700	48050	49400
MEDIAN	0	0	35150	36550	37950	39350	40700	42050	43350
LOWER QUARTILE	0	0	31900	33000	34150	35250	36350	37400	38450
LOWER DECILE	0	0	30700	31450	32200	32950	33700	34450	35150
MEAN	0	0	37150	38350	39550	40750	41950	43100	44250
TOTAL NUMBER	4	3	7	10	25	26	45	46	51
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56800	60550	64050	67250	70100	72600	74700	76850	79050
UPPER QUARTILE	52000	55600	58750	61300	63400	64950	66100	67050	67800
MEDIAN	45900	49300	52150	54400	56050	57200	58000	58550	58850
LOWER QUARTILE	40400	43100	45350	47150	48550	49600	50350	51000	51450
LOWER DECILE	36550	38500	40250	41850	43200	44300	45250	46150	47050
MEAN	46500	49600	52400	54700	56650	58100	59200	60200	61000
TOTAL NUMBER	176	365	256	287	225	224	209	230	391
OVER $93000	0	0	0	0	2	1	2	2	14
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2590

MIDDLE ATLANTIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	32300	34700	37000	39200	41250	43150	44850	46350
UPPER QUARTILE	28900	30750	32600	34350	36000	37600	39050	40450	41700
MEDIAN	27600	29100	30600	32000	33350	34600	35800	36900	37900
LOWER QUARTILE	26200	27450	28650	29800	30900	31900	32800	33650	34450
LOWER DECILE	24900	25900	26850	27750	28550	29300	30000	30650	31250
MEAN	27450	29100	30700	32200	33600	34950	36200	37350	38350
TOTAL NUMBER	748	663	606	650	525	532	391	306	266
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	51650	53350	54400	55050	55350	55550	55600	55650
UPPER QUARTILE	43900	46400	48150	49300	50050	50500	50750	50900	50950
MEDIAN	39650	41650	43050	43950	44500	44800	44950	45050	45050
LOWER QUARTILE	35750	37250	38300	38950	39400	39700	39850	39950	40000
LOWER DECILE	32250	33350	34150	34650	35000	35250	35350	35450	35450
MEAN	40150	42150	43500	44400	44950	45300	45450	45600	45600
TOTAL NUMBER	743	592	389	319	305	372	239	257	573
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8488

MIDDLE ATLANTIC, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41800	43150	44500	45900	47300	48750	50200	51650	53100
UPPER QUARTILE	36650	37850	39050	40250	41500	42750	44000	45300	46550
MEDIAN	32450	33500	34550	35650	36750	37900	39000	40100	41250
LOWER QUARTILE	29050	30100	31100	32150	33200	34300	35300	36350	37400
LOWER DECILE	27350	28050	28750	29450	30200	30900	31650	32350	33100
MEAN	33450	34550	35600	36750	37850	39000	40100	41250	42400
TOTAL NUMBER	42	48	91	77	88	119	62	147	114
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56100	60500	64700	68500	71700	74150	75700	76450	74650
UPPER QUARTILE	49150	52900	56500	59650	62200	64100	65200	65450	63350
MEDIAN	43450	46650	49500	51950	53900	55150	55850	55800	54150
LOWER QUARTILE	39350	42050	44300	46000	47150	47750	47900	47450	46050
LOWER DECILE	34550	36600	38500	40100	41350	42150	42400	41950	39100
MEAN	44650	47850	50800	53300	55250	56600	57300	57350	55800
TOTAL NUMBER	343	366	376	360	315	350	268	178	385
OVER $93000	0	3	0	0	4	2	34	1	8
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3735

MIDDLE ATLANTIC, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	45050	0	48550	50300	52050	53800	55550
UPPER QUARTILE	0	0	44050	0	46450	47700	48950	50250	51550
MEDIAN	0	0	39700	0	41800	42850	43900	45000	46100
LOWER QUARTILE	0	0	35450	0	37400	38350	39350	40350	41400
LOWER DECILE	0	0	33100	0	34900	35850	36750	37700	38650
MEAN	0	0	40200	0	42350	43450	44600	45750	46900
TOTAL NUMBER	0	4	6	3	5	13	13	47	20
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58950	63850	68350	72300	75650	78400	80600	82700	84500
UPPER QUARTILE	54150	58150	62000	65700	68950	71600	73450	74500	72150
MEDIAN	48300	51650	54850	57800	60400	62500	63900	64550	62350
LOWER QUARTILE	43450	46500	49400	52100	54400	56150	57250	57500	54850
LOWER DECILE	40500	43300	45850	48100	49900	51050	51550	51[illegible]0	47500
MEAN	49200	52650	56050	59200	62000	64200	65700	66500	64200
TOTAL NUMBER	98	138	164	168	147	151	141	106	161
OVER $93000	0	3	0	0	4	2	34	1	8
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1393

MIDDLE ATLANTIC, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40500	41800	43100	44350	45600	46850	48050	49200	50350
UPPER QUARTILE	36400	37500	38600	39700	40800	41850	42850	43850	44800
MEDIAN	32300	33400	34450	35500	36500	37550	38500	39450	40400
LOWER QUARTILE	29550	30350	31200	32050	32850	33700	34500	35300	36100
LOWER DECILE	27400	28000	28650	29300	29950	30600	31250	31850	32500
MEAN	33100	34150	35150	36200	37200	38200	39150	40100	41000
TOTAL NUMBER	42	43	84	73	82	106	48	99	94
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52450	55200	57500	59250	60500	61350	61800	62100	62150
UPPER QUARTILE	46600	48950	50850	52300	53350	54050	54450	54700	54700
MEDIAN	42100	44350	46100	47400	48200	48650	48750	48650	48200
LOWER QUARTILE	37550	39600	41300	42550	43400	43750	43700	43100	41200
LOWER DECILE	33700	35450	36950	38200	39100	39550	39600	39000	36250
MEAN	42700	44950	46700	48050	48900	49350	49500	49400	48800
TOTAL NUMBER	244	227	211	191	168	198	127	72	224
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2341

MIDDLE ATLANTIC, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	45300	0	0	48850	50100	51350	52600	53900	55200
UPPER QUARTILE	41450	0	0	44850	46050	47200	48400	49600	50850
MEDIAN	40700	0	0	42550	43200	43850	44500	45200	45900
LOWER QUARTILE	33050	0	0	35150	35900	36600	37350	38150	38900
LOWER DECILE	30050	0	0	32650	33550	34400	35250	36100	36900
MEAN	38250	0	0	40900	41850	42750	43700	44650	45600
TOTAL NUMBER	12	0	3	6	22	13	11	17	9
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57900	62000	66100	70200	74100	77750	80950	84400	87550
UPPER QUARTILE	53300	57000	60700	64250	67700	70900	73800	77150	81300
MEDIAN	47350	49650	52150	54800	57650	60750	64050	68900	78800
LOWER QUARTILE	40550	43050	45650	48350	51150	54000	56900	60700	66900
LOWER DECILE	38500	40750	42750	44500	45900	47050	47950	48800	49500
MEAN	47550	50500	53550	56600	59600	62550	65350	68850	73700
TOTAL NUMBER	32	49	45	69	58	47	45	11	99
OVER $93000	0	0	0	0	0	1	1	1	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 554

MIDDLE ATLANTIC, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	26050	0	0	0	54950
UPPER QUARTILE	0	0	0	0	25900	0	0	0	50850
MEDIAN	0	0	0	0	25600	0	0	0	50850
LOWER QUARTILE	0	0	0	0	25350	0	0	0	48750
LOWER DECILE	0	0	0	0	25100	0	0	0	50750
MEAN	0	0	0	0	25600	0	0	0	50550
TOTAL NUMBER	0	0	0	3	9	3	0	3	6
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66150	75850	80050	81700	82350	82550	82600	82600	82600
UPPER QUARTILE	60050	68050	71600	73050	73600	73800	73850	73850	73850
MEDIAN	58400	63800	65800	66500	66750	66800	66800	66800	66800
LOWER QUARTILE	55300	59900	61550	62100	62300	62350	62350	62350	62350
LOWER DECILE	53400	54400	54550	54600	54600	54600	54600	54600	54600
MEAN	58550	64700	67100	67950	68300	68350	68400	68400	68400
TOTAL NUMBER	5	22	13	25	28	14	24	6	49
OVER $93000	0	0	0	0	0	1	1	1	6
UNDER $18000	0	0	0	0	0	0	0	0	0

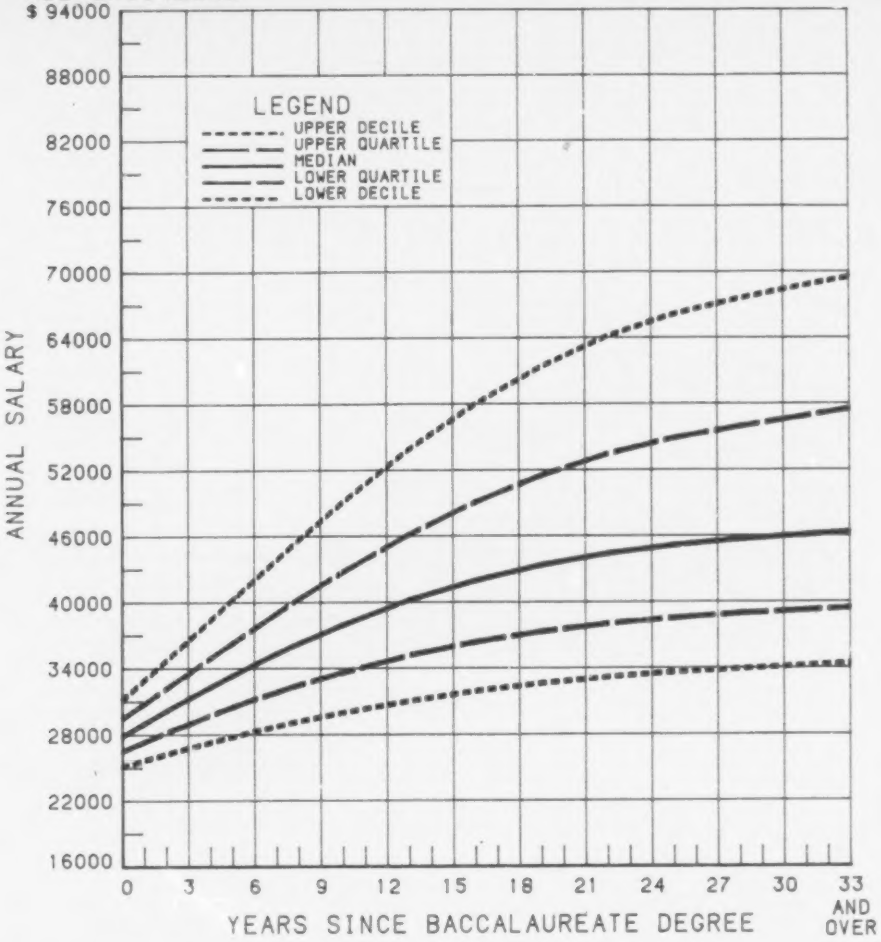
ENGINEERS COVERED - 214

MIDDLE ATLANTIC, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	45950	0	0	0	49450	50350	51250	52200	0
UPPER QUARTILE	42100	0	0	0	45100	45900	46700	47500	0
MEDIAN	40500	0	0	0	41800	42150	42550	42950	0
LOWER QUARTILE	37200	0	0	0	39050	39500	40000	40450	0
LOWER DECILE	35750	0	0	0	37250	37600	37950	38300	0
MEAN	40700	0	0	0	42700	43250	43800	44350	0
TOTAL NUMBER	12	0	3	3	13	10	11	14	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55050	58050	61150	64300	67500	70750	74000	78200	85000
UPPER QUARTILE	50050	52700	55500	58400	61450	64600	67850	72250	79950
MEDIAN	44300	45850	47650	49750	52150	55000	58400	63950	78250
LOWER QUARTILE	41850	43250	44600	46000	47300	48600	49850	51350	53650
LOWER DECILE	39350	40300	41250	42050	42850	43550	44150	44900	45750
MEAN	46150	48000	50000	52150	54400	56850	59500	63350	71200
TOTAL NUMBER	26	27	32	44	30	32	21	5	49
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

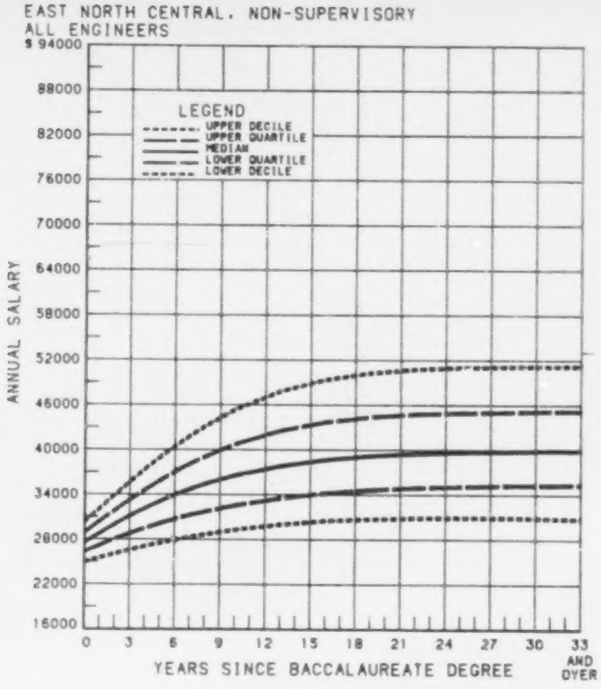
EAST NORTH CENTRAL
ALL ENGINEERS

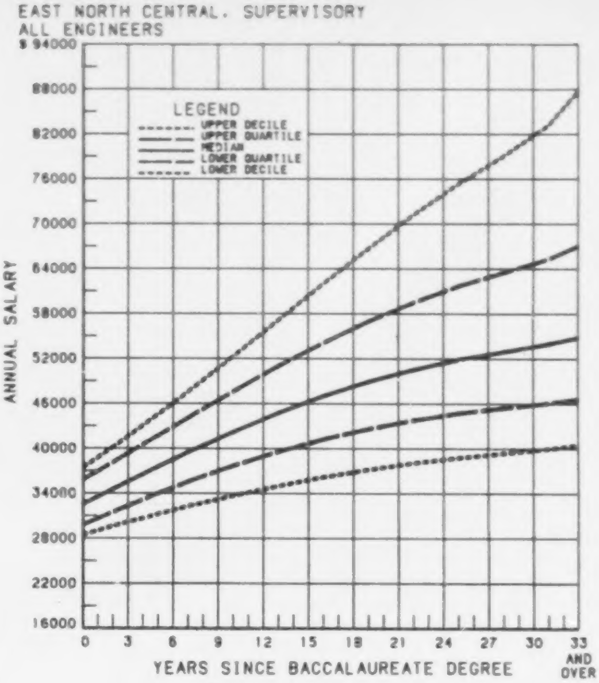


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	32950	34750	36550	38400	40250	42050	43850	45650
UPPER QUARTILE	29450	30800	32200	33550	34950	36300	37650	39000	40300
MEDIAN	27850	29000	30150	31250	32300	33350	34350	35350	36250
LOWER QUARTILE	26500	27350	28200	28950	29750	30500	31200	31850	32500
LOWER DECILE	25100	25700	26250	26800	27300	27800	28300	28750	29200
MEAN	27900	29100	30250	31400	32500	33650	34750	35800	36850
TOTAL NUMBER	504	453	490	545	686	561	523	419	464
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49100	53900	58000	61400	64150	66150	67600	68800	69550
UPPER QUARTILE	42750	46150	49100	51500	53450	54900	55950	56900	57550
MEDIAN	37950	40200	41950	43350	44400	45150	45700	46100	46350
LOWER QUARTILE	33650	35200	36400	37350	38050	38550	38950	39250	39450
LOWER DECILE	30000	31050	31950	32650	33200	33650	33950	34250	34450
MEAN	38800	41500	43750	45600	47050	48200	49000	49700	50200
TOTAL NUMBER	1266	1217	974	796	694	680	605	583	1015
OVER $93000	0	0	0	3	31	3	9	18	39
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 12485





EAST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37450	38800	40200	41600	43100	44550	46050	47600	49150
UPPER QUARTILE	35800	36950	38150	39350	40550	41700	42900	44100	45300
MEDIAN	32550	33550	34550	35550	36550	37550	38500	39500	40400
LOWER QUARTILE	29800	30650	31500	32350	33150	34000	34750	35550	36300
LOWER DECILE	28500	29050	29650	30200	30700	31250	31750	32300	32750
MEAN	32900	33950	35000	36050	37050	38100	39150	40150	41200
TOTAL NUMBER	16	18	68	43	83	91	96	69	120
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52300	57150	62000	66700	71200	75350	79050	83150	87750
UPPER QUARTILE	47600	51000	54100	57000	59500	61700	63500	65300	67050
MEDIAN	42200	44750	47000	48950	50550	51900	52950	54000	54850
LOWER QUARTILE	37700	39600	41250	42650	43800	44750	45450	46100	46650
LOWER DECILE	33700	35000	36200	37200	38100	38800	39400	40000	40500
MEAN	43150	46000	48600	50900	52950	54650	56000	57400	58700
TOTAL NUMBER	385	390	399	384	331	370	333	346	551
OVER $93000	0	0	0	3	31	3	9	18	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4102

EAST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	32100	33900	35650	37350	38950	40450	41850	43150
UPPER QUARTILE	28850	30400	31850	33250	34600	35850	37050	38100	39050
MEDIAN	27500	28750	29950	31100	32100	33050	33950	34700	35400
LOWER QUARTILE	26300	27150	28000	28750	29450	30100	30700	31250	31700
LOWER DECILE	24950	25500	26050	26550	27050	27500	27900	28300	28650
MEAN	27300	28650	29900	31050	32150	33200	34100	34950	35750
TOTAL NUMBER	487	435	422	501	603	470	426	350	344
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45400	47850	49400	50300	50800	51050	51150	51200	51200
UPPER QUARTILE	40750	42550	43700	44400	44800	45000	45100	45200	45200
MEDIAN	36550	37800	38650	39200	39500	39700	39800	39900	39900
LOWER QUARTILE	32550	33500	34200	34650	34950	35100	35250	35300	35350
LOWER DECILE	29300	30000	30500	30750	30900	30950	30950	30850	30750
MEAN	37050	38450	39400	40050	40450	40650	40800	40900	40950
TOTAL NUMBER	880	827	574	412	363	310	271	237	463
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 8382

EAST NORTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	32800	34500	36250	37950	39700	41450	43150	44850
UPPER QUARTILE	29250	30600	31950	33300	34650	35950	37300	38550	39800
MEDIAN	27750	28850	30000	31050	32100	33150	34100	35050	35900
LOWER QUARTILE	26600	27350	28100	28800	29500	30200	30800	31450	32000
LOWER DECILE	24950	25550	26100	26650	27150	27650	28150	28550	29000
MEAN	27800	28900	30000	31100	32200	33250	34300	35300	36300
TOTAL NUMBER	494	418	437	482	592	461	400	315	350
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	52800	56850	60300	63050	65150	66700	68050	68900
UPPER QUARTILE	42150	45300	48000	50150	51850	53100	54050	54800	55300
MEDIAN	37[illegible]00	39550	41150	42350	43250	43850	44300	44600	44800
LOWER QUARTILE	33100	34500	35650	36550	37200	37750	38100	38450	38650
LOWER DECILE	29750	30700	31450	32050	32550	32850	33100	33300	33400
MEAN	38200	40700	42850	44600	46000	47100	47850	48550	49050
TOTAL NUMBER	985	957	731	557	522	529	493	457	825
OVER $93000	0	0	0	0	27	3	8	17	25
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 10013

EAST NORTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36650	38000	39400	40850	42300	43800	45350	46900	48500
UPPER QUARTILE	35700	36800	37850	38950	40050	41150	42250	43350	44500
MEDIAN	32000	33000	34050	35100	36100	37100	38100	39050	39950
LOWER QUARTILE	29800	30600	31350	32150	32900	33650	34350	35050	35750
LOWER DECILE	28800	29250	29700	30150	30550	31000	31450	31900	32350
MEAN	32400	33450	34450	35450	36500	37500	38500	39500	40500
TOTAL NUMBER	16	17	59	35	75	83	77	61	85
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	56700	61750	66700	71500	75950	79900	84250	88750
UPPER QUARTILE	46650	49850	52900	55750	58300	60550	62500	64550	66600
MEDIAN	41750	44150	46250	48000	49450	50600	51450	52250	52900
LOWER QUARTILE	37000	38750	40250	41550	42600	43400	44050	44650	45150
LOWER DECILE	33200	34450	35600	36650	37600	38350	38950	39500	39500
MEAN	42450	45200	47750	50000	52000	53650	55050	56400	57650
TOTAL NUMBER	324	324	280	285	225	297	271	256	427
OVER $93000	0	0	0	0	27	3	8	17	25
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3207

EAST NORTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	32000	33700	35350	36950	38400	39800	41050	42200
UPPER QUARTILE	28850	30250	31600	32900	34150	35350	36450	37450	38400
MEDIAN	27550	28700	29800	30850	31800	32700	33450	34200	34850
LOWER QUARTILE	26350	27150	27850	28550	29150	29750	30300	30750	31200
LOWER DECILE	24750	25350	25900	26400	26900	27350	27750	28100	28400
MEAN	27350	28550	29700	30800	31800	32750	33600	34400	35100
TOTAL NUMBER	477	401	378	446	516	377	322	253	265
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44200	46350	47700	48550	49000	49200	49350	49400	49450
UPPER QUARTILE	40050	41850	43000	43700	44050	44200	44250	44250	44200
MEDIAN	35950	37150	37950	38450	38800	39000	39100	39200	39200
LOWER QUARTILE	32000	32850	33500	33900	34200	34400	34500	34600	34650
LOWER DECILE	28950	29500	29850	30100	30200	30250	30300	30300	30300
MEAN	36300	37650	38600	39150	39550	39800	39900	40000	40050
TOTAL NUMBER	660	632	451	271	296	231	222	200	398
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 6805

EAST NORTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33700	35150	36700	38200	39800	41350	42950	44550	46200
UPPER QUARTILE	31900	33050	34250	35400	36600	37800	39000	40200	41400
MEDIAN	30350	31150	31950	32750	33600	34400	35200	36050	36850
LOWER QUARTILE	27850	28600	29400	30150	30950	31700	32450	33150	33850
LOWER DECILE	26450	26950	27450	27950	28450	29000	29500	30000	30500
MEAN	30100	31100	32100	33100	34100	35100	36100	37050	38050
TOTAL NUMBER	9	35	52	53	93	97	88	92	90
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49400	54050	58450	62450	65950	68900	71250	73600	75600
UPPER QUARTILE	43750	47150	50350	53250	55800	57950	59750	61500	63200
MEDIAN	38500	40950	43350	45600	47700	49650	51350	53250	55500
LOWER QUARTILE	35250	37150	38850	40300	41500	42550	43350	44100	44800
LOWER DECILE	31450	32900	34200	35400	36450	37300	37950	38400	38350
MEAN	40000	42850	45450	47800	49900	51700	53200	54700	56150
TOTAL NUMBER	257	217	193	181	115	120	93	104	173
OVER $93000	0	0	0	3	3	0	0	0	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2071

EAST NORTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	38550	0	43400	45850	48250	50600	52900
UPPER QUARTILE	0	0	44600	0	45800	46450	47100	47750	48450
MEDIAN	0	0	39300	0	40500	41100	41750	42350	43000
LOWER QUARTILE	0	0	37000	0	37900	38350	38800	39250	39700
LOWER DECILE	0	0	37050	0	37250	37350	37450	37600	37700
MEAN	0	0	40750	0	42050	42700	43350	44000	44650
TOTAL NUMBER	0	1	9	0	8	7	19	8	25
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57200	62800	67300	70650	73050	74700	75750	76550	77000
UPPER QUARTILE	49800	52000	54250	56700	59200	61900	64700	68650	76300
MEDIAN	44250	46200	48200	50200	52200	54200	56200	58750	62800
LOWER QUARTILE	40650	42000	43400	44850	46250	47600	48950	50750	53550
LOWER DECILE	38000	38550	39150	39850	40700	41650	42750	44500	48450
MEAN	46000	48000	50050	52100	54100	56100	58050	60500	64300
TOTAL NUMBER	58	57	100	71	71	64	58	79	116
OVER $93000	0	0	0	3	3	0	0	0	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 757

EAST NORTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31750	33450	35150	36850	38500	40100	41650	43150	44550
UPPER QUARTILE	30900	32200	33450	34650	35800	36950	38000	38950	39900
MEDIAN	28850	30050	31150	32250	33250	34200	35050	35850	36550
LOWER QUARTILE	27350	28200	29000	29800	30550	31300	32000	32650	33300
LOWER DECILE	26250	26750	27250	27750	28200	28700	29150	29600	30000
MEAN	29000	30150	31200	32250	33300	34300	35200	36100	36950
TOTAL NUMBER	9	34	43	53	85	90	69	84	65
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47100	50100	52100	53250	53750	53850	53650	53350	52950
UPPER QUARTILE	41600	43700	45250	46450	47300	47850	48250	48500	48650
MEDIAN	37800	39250	40300	41000	41450	41750	41900	42000	42050
LOWER QUARTILE	34450	35800	36850	37550	38000	38250	38400	38400	38400
LOWER DECILE	30850	31900	32850	33600	34150	34550	34800	34950	34900
MEAN	38450	40300	41600	42500	43050	43350	43500	43550	43550
TOTAL NUMBER	198	159	93	110	43	56	35	25	56
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1314

EAST NORTH CENTRAL, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	50650	0	0	52800	53500	54200
UPPER QUARTILE	0	0	0	39900	0	0	43700	44900	46050
MEDIAN	0	0	0	38400	0	0	40150	40750	41350
LOWER QUARTILE	0	0	0	37000	0	0	38000	38300	38650
LOWER DECILE	0	0	0	37200	0	0	35600	35300	35050
MEAN	0	0	0	39700	0	0	41500	42100	42700
TOTAL NUMBER	0	0	0	9	0	2	33	12	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55550	57450	59250	60800	62250	63450	64500	65600	66850
UPPER QUARTILE	48200	51050	53450	55250	56650	57600	58300	58800	59200
MEDIAN	42500	44200	45800	47350	48750	50050	51200	52500	54150
LOWER QUARTILE	39250	40250	41250	42200	43200	44150	45150	46400	48500
LOWER DECILE	34800	34900	35400	36200	37250	38400	39550	41000	42650
MEAN	43850	45600	47250	48800	50250	51600	52800	54200	56000
TOTAL NUMBER	24	43	48	58	56	30	18	21	16
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 400

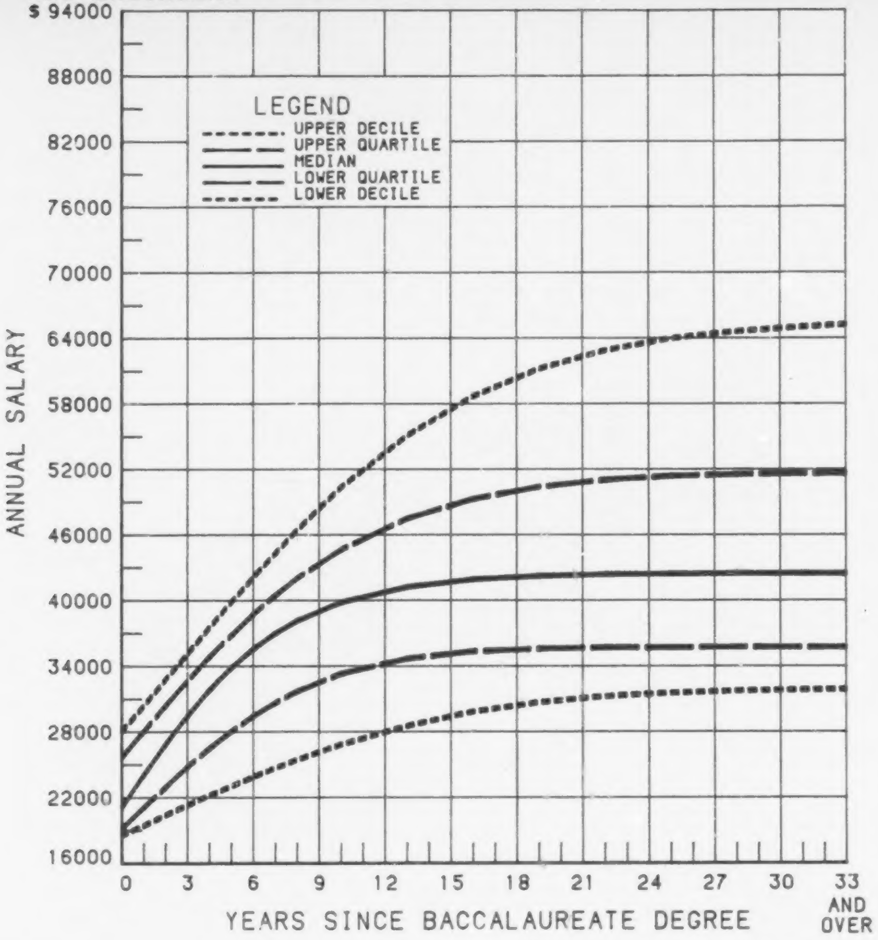
EAST NORTH CENTRAL, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	65450	56150	51750
UPPER QUARTILE	0	0	0	0	0	0	44950	45350	45700
MEDIAN	0	0	0	0	0	0	42600	41500	40900
LOWER QUARTILE	0	0	0	0	0	0	39850	38600	37700
LOWER DECILE	0	0	0	0	0	0	38000	36150	34850
MEAN	0	0	0	0	0	0	44100	42950	42150
TOTAL NUMBER	0	0	0	1	0	2	33	12	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48950	50050	52650	54850	56250	57000	57300	57400	57450
UPPER QUARTILE	46450	47450	48350	49150	49800	50400	50850	51350	51900
MEDIAN	40450	41150	42600	44300	45900	47150	48050	48750	49050
LOWER QUARTILE	36600	36200	36700	37850	39350	41050	42700	44600	46400
LOWER DECILE	33450	33100	33800	34950	36200	37350	38200	38950	39300
MEAN	41450	41750	42850	44300	45750	47000	47950	48700	49150
TOTAL NUMBER	21	34	29	30	23	22	14	11	8
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 262

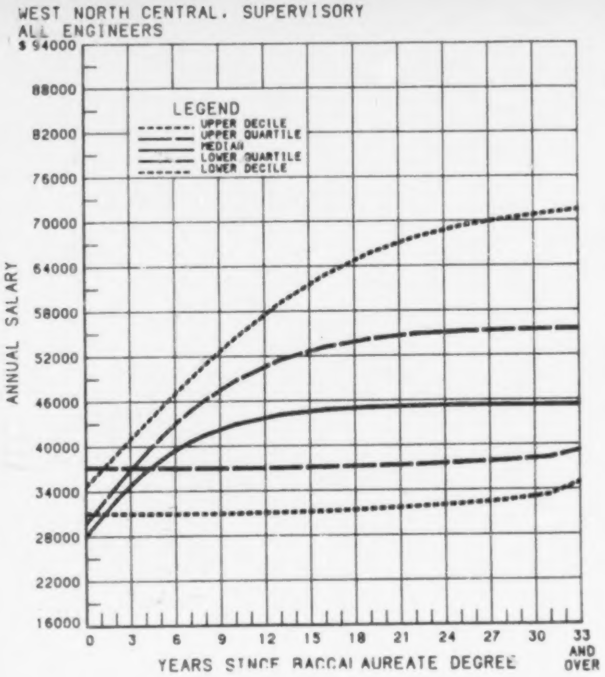
WEST NORTH CENTRAL
ALL ENGINEERS

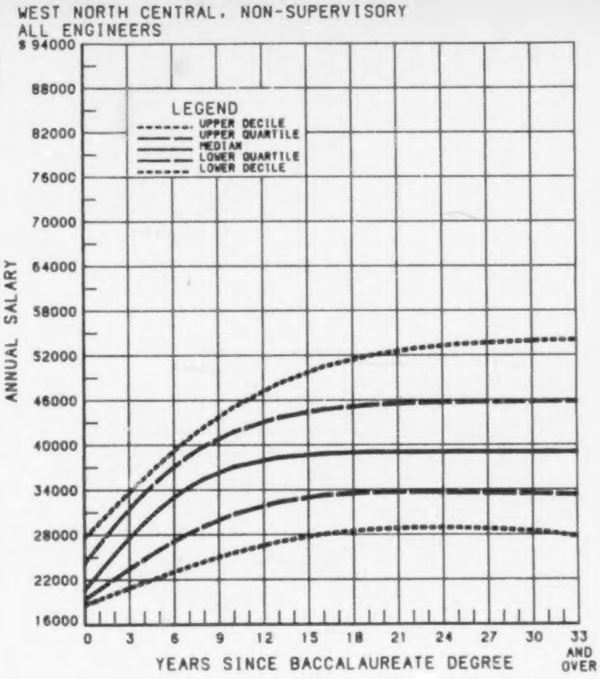


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28100	30400	32800	35150	37550	39900	42150	44350	46450
UPPER QUARTILE	25700	28050	30400	32650	34850	36850	38750	40500	42050
MEDIAN	21100	24050	26850	29450	31800	33850	35550	37000	38150
LOWER QUARTILE	19150	21100	22950	24800	26500	28050	29450	30650	31700
LOWER DECILE	18550	19450	20400	21300	22200	23050	23900	24700	25450
MEAN	22550	24650	26750	28800	30750	32600	34300	35850	37200
TOTAL NUMBER	169	140	168	154	132	177	175	147	169
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50350	55100	58700	61200	62900	64000	64650	65050	65250
UPPER QUARTILE	44650	47500	49300	50400	51050	51400	51550	51650	51650
MEDIAN	39850	41250	41950	42250	42400	42450	42500	42500	42500
LOWER QUARTILE	33300	34700	35350	35600	35700	35700	35750	35750	35750
LOWER DECILE	26850	28550	29850	30700	31250	31550	31750	31850	31900
MEAN	39550	42050	43600	44500	45050	45350	45500	45550	45600
TOTAL NUMBER	481	497	341	299	260	286	269	253	509
OVER $93000	0	0	0	0	7	3	2	3	25
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4634





WEST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34700	0	38850	40950	43000	45050	47050	49000	50900
UPPER QUARTILE	29700	0	34600	36900	39050	41100	43000	44700	46200
MEDIAN	28000	0	32750	34800	36500	38150	39500	40600	41500
LOWER QUARTILE	37200	0	37150	37150	37100	37100	37050	37050	37050
LOWER DECILE	31100	0	31000	31000	30950	30950	30950	30950	30950
MEAN	29550	0	33250	35000	36600	38100	39450	40700	41800
TOTAL NUMBER	18	4	18	10	43	58	58	36	72
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54450	59100	62800	65700	67800	69300	70300	71050	71500
UPPER QUARTILE	48750	51500	53200	54250	54900	55200	55400	55500	55500
MEDIAN	42900	44150	44800	45100	45250	45350	45350	45350	45350
LOWER QUARTILE	37050	37100	37200	37300	37450	37700	37950	38350	39250
LOWER DECILE	31000	31100	31250	31500	31800	32150	32600	33350	35000
MEAN	43650	45700	47000	47850	48350	48650	48800	48900	48900
TOTAL NUMBER	170	258	192	152	150	164	171	150	327
OVER $93000	0	0	0	0	7	2	2	3	24
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2068

WEST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27650	29650	31700	33700	35600	37450	39250	40900	42400
UPPER QUARTILE	24200	26700	29150	31450	33550	35450	37100	38600	39850
MEDIAN	20600	23000	25350	27550	29600	31450	33050	34400	35500
LOWER QUARTILE	19350	20750	22100	23450	24750	26000	27150	28200	29150
LOWER DECILE	18600	19400	20150	20900	21650	22350	23100	23750	24400
MEAN	22050	23950	25850	27600	29250	30800	32200	33450	34550
TOTAL NUMBER	151	135	150	144	89	118	116	110	96
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45100	48250	50500	51950	52900	53500	53800	54050	54100
UPPER QUARTILE	41800	43700	44800	45350	45650	45750	45800	45850	45850
MEDIAN	37100	38350	38850	39050	39050	39100	39050	39050	39050
LOWER QUARTILE	30800	32400	33300	33650	33750	33650	33550	33450	33350
LOWER DECILE	25600	27050	28100	28700	28950	28950	28750	28350	27750
MEAN	36350	38200	39300	39900	40250	40450	40550	40600	40650
TOTAL NUMBER	311	239	149	147	109	121	98	93	182
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2565

WEST NORTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27950	30300	32650	35050	37400	39700	41950	44150	46200
UPPER QUARTILE	25500	27950	30350	32650	34800	36800	38650	40300	41750
MEDIAN	21000	23950	26800	29400	31750	33750	35450	36800	37850
LOWER QUARTILE	19400	21000	22600	24150	25550	26900	28150	29250	30200
LOWER DECILE	18600	19500	20350	21200	22000	22800	23600	24350	25100
MEAN	22450	24550	26650	28650	30550	32300	33950	35450	36750
TOTAL NUMBER	168	137	165	148	125	162	161	113	134
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49950	54550	57950	60350	61950	62900	63500	63850	64000
UPPER QUARTILE	44150	46650	48150	49000	49500	49750	49850	49900	49950
MEDIAN	39350	40450	40900	41100	41200	41200	41250	41250	41250
LOWER QUARTILE	31800	33400	34350	34850	35100	35250	35300	35350	35350
LOWER DECILE	26400	28050	29300	30200	30800	31150	31350	31500	31550
MEAN	38950	41300	42750	43600	44050	44350	44450	44500	44550
TOTAL NUMBER	396	438	299	208	204	231	236	229	463
OVER $93000	0	0	0	0	7	2	1	2	23
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4025

WEST NORTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33500	0	38000	40200	42450	44650	46750	48800	50800
UPPER QUARTILE	29300	0	34250	36600	38800	40800	42700	44350	45850
MEDIAN	27550	0	32850	35000	36850	38400	39650	40650	41450
LOWER QUARTILE	36600	0	36300	36150	36050	35950	35850	35750	35700
LOWER DECILE	31400	0	31150	31050	31000	30900	30850	30750	30750
MEAN	29200	0	32950	34700	36300	37800	39150	40350	41400
TOTAL NUMBER	17	4	16	9	42	52	56	33	67
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54500	59200	62900	65650	67600	68950	69800	70400	70650
UPPER QUARTILE	48300	50950	52550	53500	54050	54350	54500	54550	54600
MEDIAN	42550	43500	43950	44150	44250	44300	44300	44300	44300
LOWER QUARTILE	35600	35500	35500	35650	35850	36200	36650	37400	39400
LOWER DECILE	30650	30650	30750	30900	31200	31600	32100	32950	35100
MEAN	43200	45100	46300	47050	47500	47750	47900	47950	47950
TOTAL NUMBER	145	231	172	111	122	135	146	147	306
OVER $93000	0	0	0	0	7	2	1	2	23
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1818

WEST NORTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27650	29600	31550	33400	35250	36950	38600	40100	41500
UPPER QUARTILE	24000	26650	29150	31450	33500	35300	36800	38100	39150
MEDIAN	20600	22950	25200	27350	29300	31000	32450	33700	34650
LOWER QUARTILE	19450	20750	22000	23200	24400	25550	26600	27550	28450
LOWER DECILE	18700	19400	20100	20800	21500	22150	22800	23450	24050
MEAN	22100	23900	25700	27350	28950	30350	31650	32800	33800
TOTAL NUMBER	151	132	148	138	82	110	104	79	67
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43950	46750	48700	50000	50850	51350	51650	51800	51900
UPPER QUARTILE	40750	42200	42950	43300	43450	43550	43550	43600	43600
MEDIAN	36050	37100	37450	37550	37600	37600	37550	37550	37550
LOWER QUARTILE	29900	31450	32300	32650	32750	32700	32600	32500	32400
LOWER DECILE	25150	26550	27550	28150	28450	28500	28350	27950	27350
MEAN	35400	37000	37950	38450	38750	38900	38950	39000	39000
TOTAL NUMBER	251	207	127	97	82	96	90	81	156
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

WEST NORTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	41750	42900	44100	45250	46450	47650
UPPER QUARTILE	0	0	0	34100	36000	37850	39650	41300	42900
MEDIAN	0	0	0	32150	33300	34400	35500	36550	37600
LOWER QUARTILE	0	0	0	30050	31050	32100	33100	34050	34950
LOWER DECILE	0	0	0	27700	28500	29350	30100	30850	31550
MEAN	0	0	0	33950	35050	36150	37200	38250	39250
TOTAL NUMBER	1	3	2	5	7	13	14	33	31
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50000	53450	56750	59800	62600	65100	67250	69500	71900
UPPER QUARTILE	45800	49250	51700	53450	54550	55250	55700	56000	56150
MEDIAN	39650	42500	45000	47150	48950	50350	51450	52400	53150
LOWER QUARTILE	36700	38950	40850	42350	43500	44350	44950	45500	45850
LOWER DECILE	32850	34450	35750	36750	37500	38050	38400	38700	38900
MEAN	41200	43850	46150	48100	49650	50900	51850	52700	53400
TOTAL NUMBER	80	47	35	76	54	50	31	21	42
OVER $93000	0	0	0	0	0	0	0	1	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 554

WEST NORTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	51650	0	0	53550
UPPER QUARTILE	0	0	0	0	0	48200	0	0	49500
MEDIAN	0	0	0	0	0	38200	0	0	46400
LOWER QUARTILE	0	0	0	0	0	38850	0	0	40350
LOWER DECILE	0	0	0	0	0	34800	0	0	36650
MEAN	0	0	0	0	0	43750	0	0	45400
TOTAL NUMBER	1	0	0	0	1	5	2	2	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54950	57050	59300	61700	64200	66850	69600	73550	80950
UPPER QUARTILE	50350	51700	53050	54450	55850	57250	58650	60550	63900
MEDIAN	49000	50650	51200	51400	51450	51450	51500	51500	51500
LOWER QUARTILE	41350	42850	44300	45650	46950	48100	49150	50300	51500
LOWER DECILE	37750	39300	40550	41500	42150	42500	42500	42100	40600
MEAN	46500	48050	49550	50950	52300	53500	54600	55850	57400
TOTAL NUMBER	24	22	20	39	27	27	24	11	20
OVER $93000	0	0	0	0	0	0	0	1	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 239

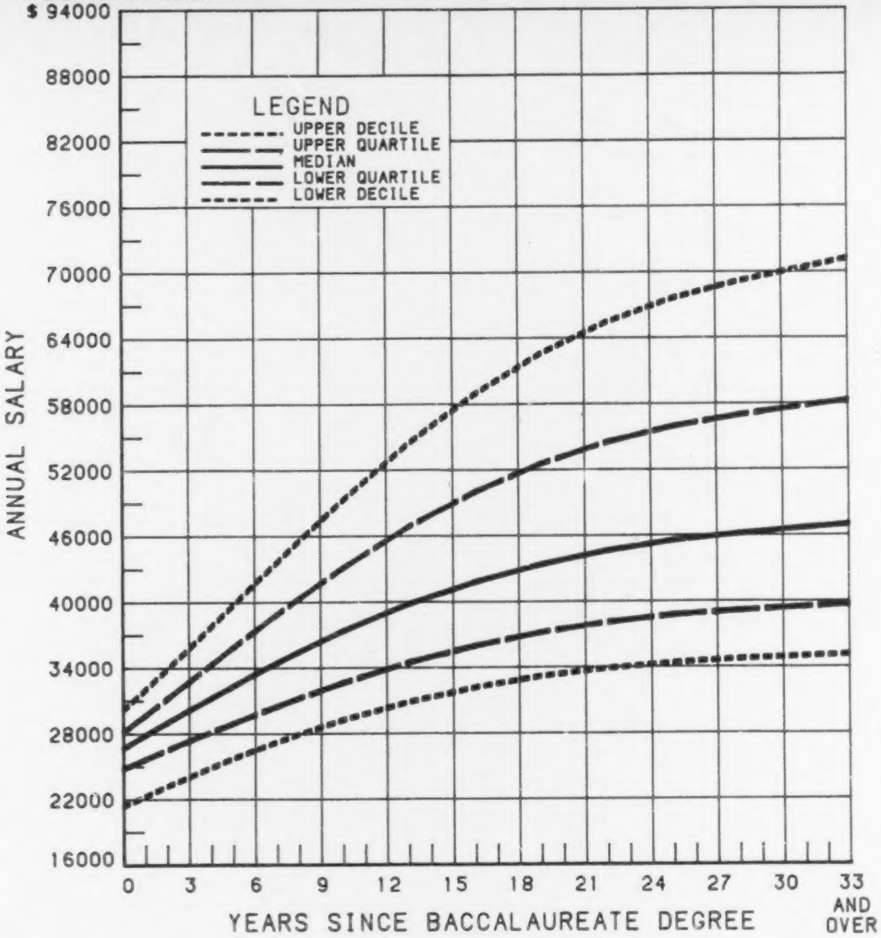
WEST NORTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	39350	40300	41250	42150	43100	44050
UPPER QUARTILE	0	0	0	35600	36600	37600	38550	39500	40450
MEDIAN	0	0	0	32650	33400	34100	34850	35600	36300
LOWER QUARTILE	0	0	0	28700	30050	31350	32500	33600	34650
LOWER DECILE	0	0	0	30200	30250	30300	30400	30450	30550
MEAN	0	0	0	33800	34550	35250	35950	36650	37350
TOTAL NUMBER	0	3	1	5	6	7	12	30	26
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45900	48650	51250	53700	55950	58000	59750	61600	63550
UPPER QUARTILE	42250	44800	47050	49050	50700	52050	53150	54200	55150
MEDIAN	37750	39800	41700	43450	45000	46350	47500	48700	49950
LOWER QUARTILE	36400	38350	39700	40600	41150	41500	41700	41850	41900
LOWER DECILE	30750	31050	31500	31950	32500	33150	33900	35050	37650
MEAN	38700	40650	42500	44150	45650	46950	48100	49250	50550
TOTAL NUMBER	55	25	15	36	27	23	6	10	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 315

SOUTH ATLANTIC
ALL ENGINEERS

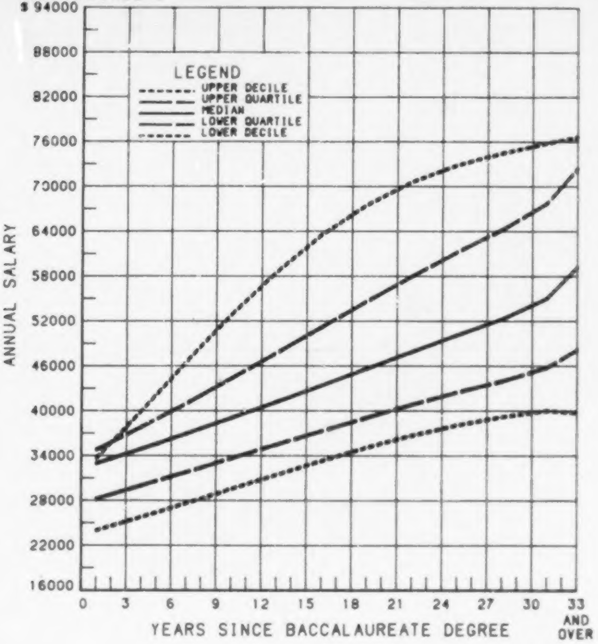


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32000	33900	35800	37750	39700	41700	43600	45550
UPPER QUARTILE	28150	29650	31200	32750	34300	35850	37350	38850	40300
MEDIAN	26650	27850	29000	30150	31250	32350	33450	34450	35450
LOWER QUARTILE	24800	25650	26500	27350	28150	28950	29750	30500	31250
LOWER DECILE	21400	22300	23200	24050	24900	25750	26500	27250	27950
MEAN	26400	27650	28950	30200	31450	32700	33900	35050	36200
TOTAL NUMBER	220	305	266	297	336	289	338	160	248
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

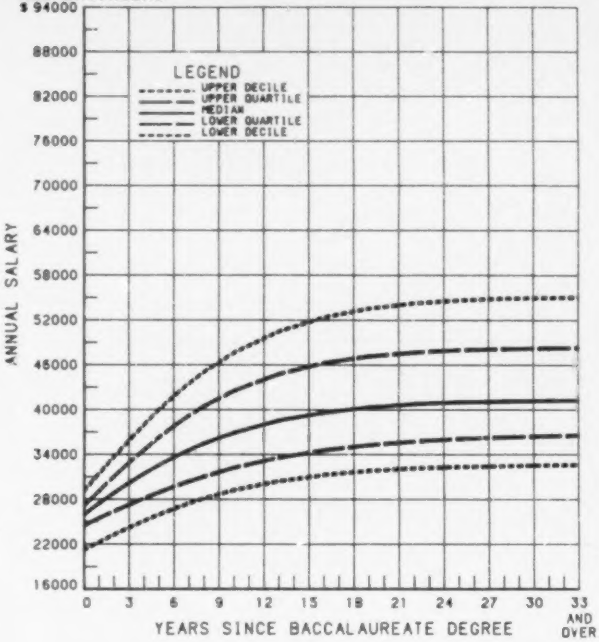
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49250	54400	58900	62550	65450	67600	69150	70400	71200
UPPER QUARTILE	43100	46850	50000	52550	54500	55950	56950	57800	58300
MEDIAN	37350	39800	41800	43400	44650	45550	46150	46700	47000
LOWER QUARTILE	32650	34500	36000	37200	38100	38750	39150	39500	39700
LOWER DECILE	29250	30900	32200	33200	33900	34400	34750	35000	35150
MEAN	38400	41300	43800	45750	47300	48450	49300	50000	50400
TOTAL NUMBER	682	616	571	460	474	581	515	342	752
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 7461

SOUTH ATLANTIC. SUPERVISORY
ALL ENGINEERS



SOUTH ATLANTIC. NON-SUPERVISORY
ALL ENGINEERS



SOUTH ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33650	35750	0	40000	42200	44350	45550	48700
UPPER QUARTILE	0	34800	35800	0	37850	38900	39950	41000	42100
MEDIAN	0	32950	33600	0	34900	35550	36250	36950	37650
LOWER QUARTILE	0	29200	28800	0	30000	30600	31200	31800	32400
LOWER DECILE	0	24000	24600	0	25800	26400	27000	27650	28250
MEAN	0	31400	32300	0	34150	35100	36050	37000	37950
TOTAL NUMBER	0	13	17	3	39	27	67	34	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52850	58600	63550	67550	70650	72900	74500	75850	76650
UPPER QUARTILE	44350	47750	51200	54650	58000	61250	64250	67800	72400
MEDIAN	39050	41200	43400	45650	47900	50150	52300	55100	59250
LOWER QUARTILE	33650	35500	37300	39100	40850	42500	44000	45800	48150
LOWER DECILE	29550	31450	33300	35100	36700	38100	39200	40050	39750
MEAN	39850	42700	45450	48100	50550	52750	54750	56900	59350
TOTAL NUMBER	243	288	272	234	204	355	285	198	375
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2694

SOUTH ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	31450	33700	35900	38000	40000	41800	43500	45050
UPPER QUARTILE	27100	29100	31050	32900	34650	36300	37800	39200	40450
MEDIAN	25950	27450	28850	30200	31450	32600	33650	34600	35500
LOWER QUARTILE	24500	25500	26400	27300	28150	28950	29700	30400	31050
LOWER DECILE	21250	22300	23300	24250	25150	26000	26750	27500	28150
MEAN	25850	27350	28800	30200	31550	32800	33950	35050	36000
TOTAL NUMBER	220	292	248	294	296	262	271	126	214
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47650	50500	52400	53600	54300	54700	54950	55050	55100
UPPER QUARTILE	42550	44800	46300	47200	47700	48050	48200	48300	48350
MEDIAN	36950	38600	39650	40350	40800	41050	41150	41250	41300
LOWER QUARTILE	32250	33600	34600	35300	35800	36150	36350	36500	36600
LOWER DECILE	29250	30450	31300	31850	32200	32400	32500	32600	32650
MEAN	37700	39600	40900	41750	42300	42550	42850	43000	43050
TOTAL NUMBER	438	327	299	226	270	225	230	144	377
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4767

SOUTH ATLANTIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31900	33850	35800	37750	39650	41550	43350	45150
UPPER QUARTILE	27950	29550	31150	32700	34250	35800	37250	38700	40050
MEDIAN	26750	27850	28950	30000	31050	32100	33100	34050	34950
LOWER QUARTILE	25200	25850	26500	27150	27750	28400	29050	29700	30350
LOWER DECILE	21750	22450	23200	23900	24600	25250	25950	26550	27200
MEAN	26550	27750	28900	30050	31200	32300	33400	34500	35500
TOTAL NUMBER	220	298	260	280	324	267	250	137	207
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48450	52800	56300	58950	60850	62200	63100	63750	64050
UPPER QUARTILE	42600	45900	48500	50500	51900	52950	53600	54100	54350
MEDIAN	36700	38900	40750	42200	43300	44100	44700	45150	45450
LOWER QUARTILE	31600	33350	34950	36350	37500	38300	38750	38900	38100
LOWER DECILE	28350	29900	31200	32300	33150	33800	34300	34700	35000
MEAN	37500	40100	42300	44100	45450	46500	47250	47850	48250
TOTAL NUMBER	413	438	399	307	322	461	364	289	578
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5823

SOUTH ATLANTIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	35550	37000	0	39900	41400	42850	44350	45850
UPPER QUARTILE	0	35250	36050	0	37800	38650	39550	40450	41350
MEDIAN	0	32700	33200	0	34300	34850	35400	36000	36550
LOWER QUARTILE	0	26900	27450	0	28600	29200	29750	30350	30950
LOWER DECILE	0	23650	24250	0	25450	26050	26650	27300	27900
MEAN	0	31650	32350	0	33750	34500	35250	36000	36750
TOTAL NUMBER	0	10	17	3	39	26	61	30	30
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48850	53250	57350	61100	64400	67200	69500	71750	73850
UPPER QUARTILE	43150	45900	48650	51350	54000	56500	58850	61650	65200
MEDIAN	37750	39550	41350	43200	45050	46900	48650	50950	54350
LOWER QUARTILE	32200	34050	35900	37750	39500	41150	42650	44250	45850
LOWER DECILE	29150	31050	32850	34550	36050	37250	38100	38650	37750
MEAN	38300	40650	43050	45400	47700	49900	51900	54100	56300
TOTAL NUMBER	136	194	153	179	172	289	225	166	259
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1996

SOUTH ATLANTIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29050	31350	33650	35800	37850	39750	41500	43050	44450
UPPER QUARTILE	27050	29100	31050	32900	34650	36200	37650	38900	40000
MEDIAN	26000	27450	28800	30100	31300	32400	33450	34350	35150
LOWER QUARTILE	24650	25550	26400	27200	27950	28650	29350	29950	30550
LOWER DECILE	21550	22400	23250	24050	24800	25550	26250	26900	27500
MEAN	25900	27400	28800	30150	31400	32550	33650	34650	35550
TOTAL NUMBER	220	288	243	276	285	241	189	107	176
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46800	49300	50900	51850	52400	52750	52900	52950	53000
UPPER QUARTILE	41800	43650	44750	45400	45750	45950	46050	46100	46100
MEDIAN	36550	38100	39100	39750	40150	40400	40550	40600	40650
LOWER QUARTILE	31550	32800	33700	34350	34800	35100	35300	35400	35500
LOWER DECILE	28550	29900	30900	31600	32100	32450	32700	32850	32950
MEAN	37100	38800	39950	40700	41200	41450	41650	41750	41750
TOTAL NUMBER	277	243	245	128	149	172	139	122	318
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3826

SOUTH ATLANTIC, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	34000	35800	37600	39500	41400	43300	45200	47100
UPPER QUARTILE	0	30850	32150	33450	34750	36150	37500	38900	40350
MEDIAN	0	31350	32050	32750	33450	34150	34900	35600	36350
LOWER QUARTILE	0	28550	29250	29950	30650	31350	32100	32800	33450
LOWER DECILE	0	24150	25250	26350	27400	28400	29350	30250	31050
MEAN	0	29700	30800	31950	33050	34200	35350	36500	37600
TOTAL NUMBER	0	6	5	17	11	21	87	23	36
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50900	56200	61000	65150	68500	71100	73050	74800	76100
UPPER QUARTILE	43250	47600	51350	55850	59550	62800	65600	68450	71300
MEDIAN	37850	40150	42400	44700	46950	49100	51150	53700	57150
LOWER QUARTILE	34850	36800	38650	40350	41850	43200	44350	45550	46800
LOWER DECILE	32600	34400	35750	36700	37350	37800	38100	38300	38400
MEAN	39850	43050	46050	48700	51050	52950	54500	56050	57450
TOTAL NUMBER	261	163	156	135	137	115	117	49	166
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1513

SOUTH ATLANTIC, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	49650	0	0
UPPER QUARTILE	0	0	0	0	0	0	40250	0	0
MEDIAN	0	0	0	0	0	0	34850	0	0
LOWER QUARTILE	0	0	0	0	0	0	33950	0	0
LOWER DECILE	0	0	0	0	0	0	33650	0	0
MEAN	0	0	0	0	0	0	38850	0	0
TOTAL NUMBER	0	3	0	0	0	0	6	3	2
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56550	61550	66200	70400	74000	77000	79400	81700	83800
UPPER QUARTILE	46500	51450	56500	61400	66000	70150	73650	77200	80500
MEDIAN	39900	44050	48500	53100	57700	62100	66000	70050	72750
LOWER QUARTILE	37400	40150	42950	45750	48450	51000	53250	55650	57450
LOWER DECILE	36000	37850	39750	41650	43600	45550	47450	49850	53550
MEAN	43300	46850	50500	54200	57750	61100	64050	67200	69950
TOTAL NUMBER	103	88	112	45	26	64	31	29	111
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 630

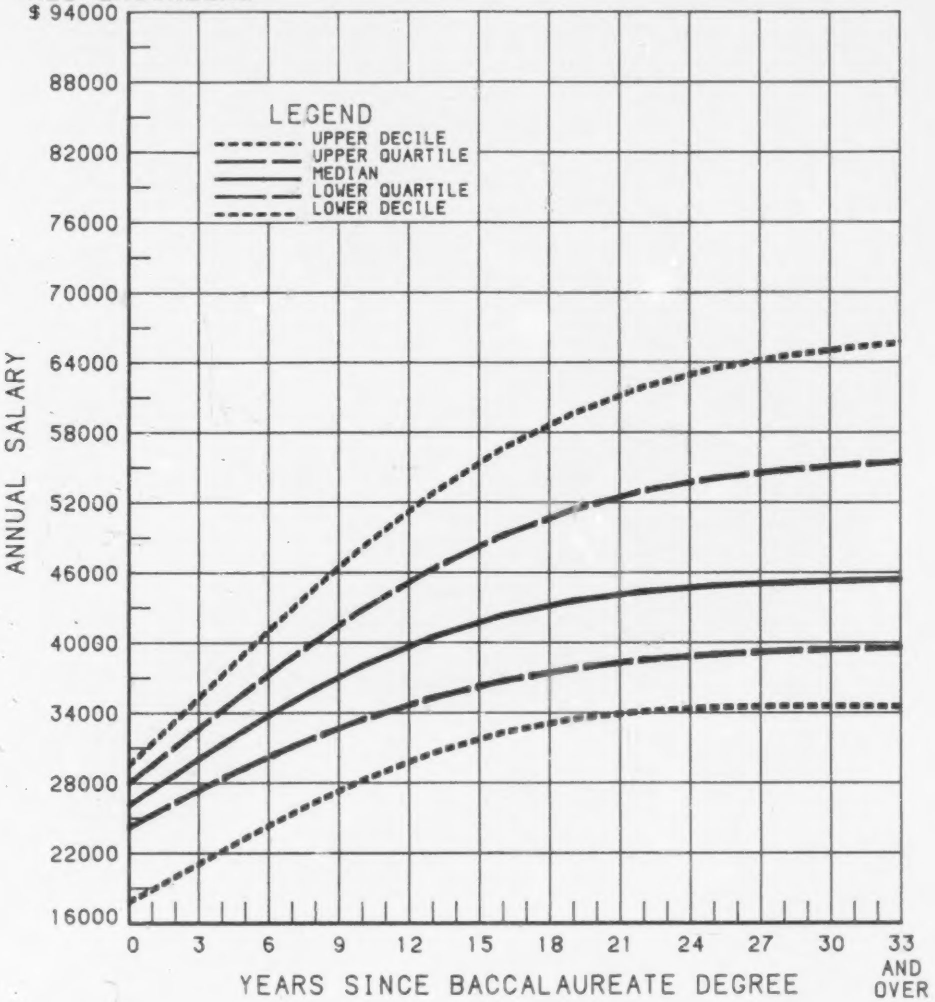
SOUTH ATLANTIC, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	34150	36050	38000	39850	41650	43400	45050
UPPER QUARTILE	0	0	30950	32500	33950	35450	36900	38300	39650
MEDIAN	0	0	28000	29700	31250	32750	34100	35350	36500
LOWER QUARTILE	0	0	26600	27850	29050	30150	31200	32100	32950
LOWER DECILE	0	0	24450	25600	26700	27700	28650	29450	30200
MEAN	0	0	28850	30350	31800	33200	34550	35750	36900
TOTAL NUMBER	0	3	5	17	11	20	81	19	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48050	51700	54300	56050	57150	57800	58200	58400	58550
UPPER QUARTILE	42150	45350	47850	49650	50800	51500	51950	52200	52300
MEDIAN	38400	40350	41500	42150	42450	42600	42650	42700	42700
LOWER QUARTILE	34350	35800	36700	37150	37400	37500	37550	37550	37550
LOWER DECILE	31450	32800	33650	34200	34550	34700	34850	34900	34900
MEAN	38900	41200	42750	43750	44350	44700	44900	45000	45100
TOTAL NUMBER	158	74	43	89	111	51	86	19	54
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 883

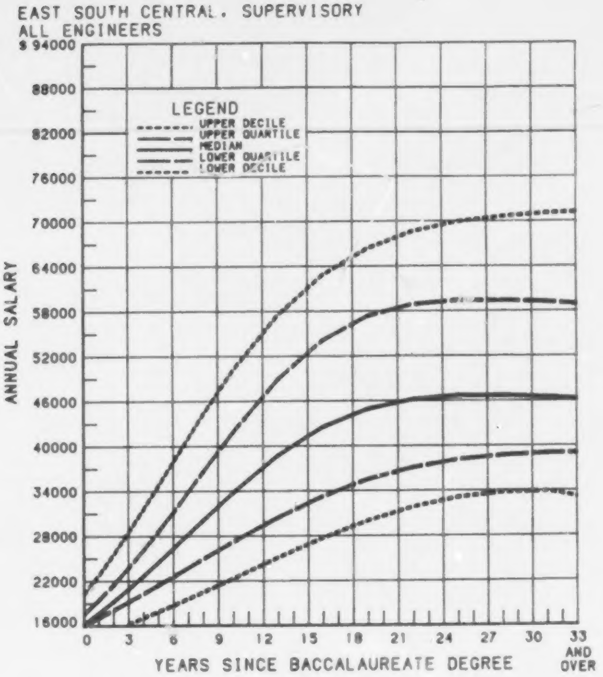
EAST SOUTH CENTRAL
ALL ENGINEERS



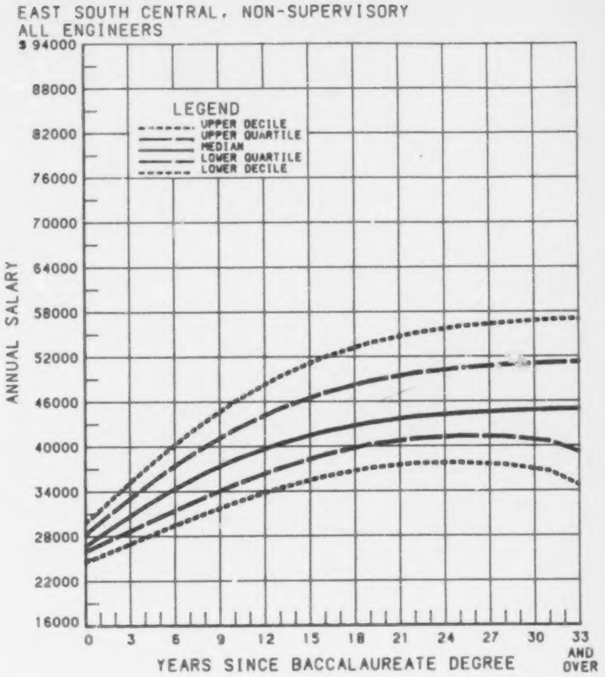
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29550	31450	33350	35300	37200	39150	41050	42900	44750
UPPER QUARTILE	28000	29550	31150	32700	34250	35800	37300	38750	40150
MEDIAN	26100	27450	28750	30100	31350	32600	33800	34950	36050
LOWER QUARTILE	24200	25300	26350	27400	28400	29350	30250	31150	31950
LOWER DECILE	17850	18900	20000	21100	22200	23300	24350	25400	26400
MEAN	25100	26600	28050	29500	30950	32350	33700	35000	36250
TOTAL NUMBER	100	82	122	179	142	134	131	107	107
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	52800	56650	59650	61900	63500	64550	65350	65700
UPPER QUARTILE	42850	46350	49200	51400	53050	54100	54800	55300	55500
MEDIAN	38050	40500	42350	43600	44400	44900	45150	45350	45450
LOWER QUARTILE	33450	35300	36750	37800	38550	39000	39300	39500	39600
LOWER DECILE	28250	30600	32350	33500	34150	34500	34600	34600	34550
MEAN	38550	41450	43700	45400	46600	47400	47850	48200	48300
TOTAL NUMBER	456	442	319	292	298	296	198	246	632
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 4291



EAST SOUTH CENTRAL, SUPERVISORY
ALL ENGINEERS



EAST SOUTH CENTRAL, NON-SUPERVISORY
ALL ENGINEERS

EAST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20200	22750	25550	28500	31600	34750	37950	0	44300
UPPER QUARTILE	17550	19450	21500	23750	26100	28600	31200	0	36600
MEDIAN	16150	17650	19250	20900	22650	24450	26350	0	30100
LOWER QUARTILE	16050	17050	18100	19200	20300	21450	22600	0	24950
LOWER DECILE	14000	14700	15450	16250	17050	17900	18750	0	20550
MEAN	17600	19200	20950	22750	24650	26550	28550	0	32450
TOTAL NUMBER	14	17	28	27	24	23	41	4	15
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50150	57500	62850	66400	68650	69950	70650	71100	71250
UPPER QUARTILE	41900	48950	54150	57350	58900	59400	59400	59200	58950
MEDIAN	33800	38750	42550	44950	46200	46700	46700	46500	46250
LOWER QUARTILE	27250	30500	33300	35550	37100	38150	38700	39000	39050
LOWER DECILE	22350	25150	27750	30050	31850	33100	33750	33900	33200
MEAN	36200	41050	44700	47150	48550	49250	49600	49750	49750
TOTAL NUMBER	135	187	167	134	171	173	108	147	298
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 1723

EAST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31550	33400	35200	36950	38650	40250	41850	43300
UPPER QUARTILE	28250	29900	31500	33050	34550	36050	37450	38750	40000
MEDIAN	26650	28050	29400	30700	32000	33200	34350	35400	36450
LOWER QUARTILE	25950	26900	27800	28700	29650	30550	31450	32350	33200
LOWER DECILE	24550	25350	26150	27000	27800	28650	29450	30250	31000
MEAN	26700	28150	29600	31000	32350	33650	34900	36050	37100
TOTAL NUMBER	86	64	94	151	117	110	89	102	91
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46050	49400	52000	53850	55150	56050	56550	56950	57100
UPPER QUARTILE	42300	45100	47200	48750	49800	50450	50900	51150	51250
MEDIAN	38250	40400	42000	43150	43950	44400	44700	44900	44950
LOWER QUARTILE	34900	37100	38900	40250	41000	41350	41250	40650	39200
LOWER DECILE	32500	34450	36000	37100	37700	37800	37500	36650	34750
MEAN	39000	41350	43050	44250	45050	45550	45850	46000	46100
TOTAL NUMBER	321	254	151	157	126	123	90	99	333
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2567

EAST SOUTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29300	31300	33300	35350	37400	39450	41450	43450	45400
UPPER QUARTILE	27950	29500	31100	32700	34250	35800	37300	38800	40200
MEDIAN	26000	27400	28750	30050	31300	32500	33650	34650	35650
LOWER QUARTILE	24300	25250	26200	27150	28050	28900	29700	30500	31200
LOWER DECILE	17700	18700	19700	20700	21700	22700	23650	24550	25450
MEAN	25000	26500	27950	29400	30800	32150	33500	34750	35950
TOTAL NUMBER	100	80	106	165	136	121	110	83	80
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49050	53750	57550	60350	62300	63650	64500	65150	65550
UPPER QUARTILE	42750	46100	48650	50550	51850	52750	53350	53800	54050
MEDIAN	37350	39400	40900	41900	42600	43000	43200	43350	43400
LOWER QUARTILE	32550	34250	35550	36550	37300	37800	38150	38400	38550
LOWER DECILE	27100	29200	30750	31900	32650	33100	33400	33550	33650
MEAN	38100	40850	42950	44500	45550	46200	46650	46900	47000
TOTAL NUMBER	299	351	238	201	221	235	144	201	533
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 3412

EAST SOUTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	17550	19950	22600	25500	28600	31900	35400	0	42500
UPPER QUARTILE	17500	19450	21500	23750	26150	28650	31200	0	36500
MEDIAN	16250	17700	19200	20800	22450	24100	25850	0	29350
LOWER QUARTILE	16200	17150	18150	19200	20250	21300	22350	0	24550
LOWER DECILE	13950	14650	15350	16100	16900	17700	18500	0	20200
MEAN	17050	18650	20350	22100	23950	25850	27750	0	31650
TOTAL NUMBER	14	17	24	27	24	23	39	4	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	57950	63750	67000	68500	69100	69300	69300	69300
UPPER QUARTILE	41650	48250	52950	55550	56600	56800	56550	56150	55800
MEDIAN	32700	37150	40550	42750	43950	44450	44550	44450	44250
LOWER QUARTILE	26650	29650	32250	34350	35950	37050	37750	38300	38650
LOWER DECILE	22000	24700	27250	29550	31400	32650	33350	33450	32450
MEAN	35350	40150	43750	46100	47350	47950	48150	48150	48100
TOTAL NUMBER	109	169	142	108	140	157	87	132	263
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 1498

EAST SOUTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	31550	33450	35350	37200	38950	40600	42200	43700
UPPER QUARTILE	28200	29950	31600	33250	34800	36300	37700	39000	40200
MEDIAN	26600	28050	29450	30800	32050	33250	34350	35400	36350
LOWER QUARTILE	25050	26400	27700	28900	30050	31100	32050	32900	33700
LOWER DECILE	24450	25300	26100	26950	27750	28550	29350	30100	30850
MEAN	26600	28150	29650	31100	32500	33800	35000	36100	37100
TOTAL NUMBER	86	62	82	138	111	98	70	78	68
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46350	49550	51900	53500	54600	55300	55700	55900	56000
UPPER QUARTILE	42300	44800	46550	47800	48550	49050	49350	49500	49550
MEDIAN	37950	39850	41200	42100	42700	43050	43250	43350	43400
LOWER QUARTILE	35000	36450	37450	38100	38450	38700	38800	38850	38900
LOWER DECILE	32250	34050	35450	36350	36750	36800	36450	35700	34150
MEAN	38900	40950	42400	43350	43950	44300	44500	44650	44700
TOTAL NUMBER	189	181	96	93	80	78	56	68	269
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1913

EAST SOUTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	33150	34800	36500	38200	39900	41600	43250
UPPER QUARTILE	0	0	31900	33100	34300	35500	36700	37900	39150
MEDIAN	0	0	29850	30800	31800	32800	33850	34850	35850
LOWER QUARTILE	0	0	28500	29250	30050	30850	31600	32400	33200
LOWER DECILE	0	0	26950	27600	28200	28850	29500	30150	30800
MEAN	0	0	30100	31200	32300	33400	34500	35550	36650
TOTAL NUMBER	0	1	16	13	5	12	17	22	23
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	50950	54900	58150	60750	62750	64200	65450	66300
UPPER QUARTILE	41500	44950	48100	50900	53350	55400	57050	58700	60100
MEDIAN	37850	40750	43400	45700	47600	49000	49950	50650	50650
LOWER QUARTILE	34800	37050	39200	41100	42700	43900	44700	45100	44350
LOWER DECILE	32100	34050	35950	37700	39250	40550	41500	42100	41400
MEAN	38700	41600	44250	46500	48450	50000	51200	52350	53300
TOTAL NUMBER	132	66	53	52	40	36	34	32	64
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 627

EAST SOUTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	4	0	0	0	1	0	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50850	55300	59500	63250	66500	69250	71450	73600	75500
UPPER QUARTILE	46850	50450	53850	56950	59750	62200	64300	66400	68500
MEDIAN	40400	43600	46850	50000	53000	55650	57950	60200	61950
LOWER QUARTILE	32950	36300	39850	43450	46900	49950	52350	54150	52700
LOWER DECILE	29650	32400	35250	38150	40900	43450	45550	47450	47350
MEAN	40600	43850	47100	50300	53300	56000	58350	60650	62550
TOTAL NUMBER	25	14	22	18	19	11	15	10	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 172

EAST SOUTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	32250	33700	0	36650	38050	39450	40800
UPPER QUARTILE	0	0	30350	31850	0	34750	36100	37450	38700
MEDIAN	0	0	29400	30500	0	32650	33650	34650	35650
LOWER QUARTILE	0	0	28300	29150	0	30800	31650	32450	33250
LOWER DECILE	0	0	27200	27950	0	29400	30150	30900	31600
MEAN	0	0	29350	30550	0	32900	34000	35100	36150
TOTAL NUMBER	0	1	11	13	4	12	16	21	19
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43400	46850	49750	52100	53850	55200	56100	56900	57400
UPPER QUARTILE	41000	43900	46200	47850	49050	49900	50450	50850	51050
MEDIAN	37450	39900	41900	43550	44850	45800	46500	47050	47450
LOWER QUARTILE	34850	37050	39000	40600	41850	42700	43200	43450	43100
LOWER DECILE	33000	34950	36650	38000	39050	39750	40100	40150	39500
MEAN	38100	40600	42650	44250	45400	46250	46850	47350	47650
TOTAL NUMBER	107	52	31	33	21	24	18	22	40
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 454

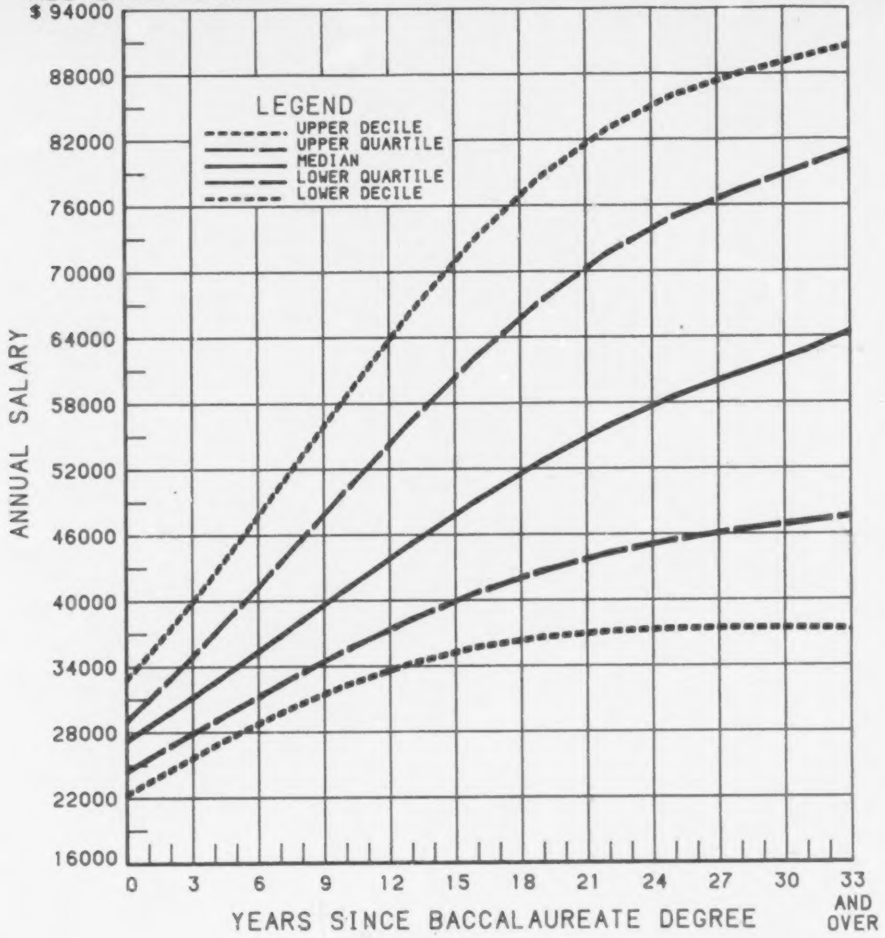
EAST SOUTH CENTRAL, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	2	1	2
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47150	52350	57000	60800	63600	65300	66100	66000	64700
UPPER QUARTILE	44600	48000	51200	54100	56500	58300	59500	60000	58600
MEDIAN	42400	45100	47700	50100	52200	53900	55050	55750	54300
LOWER QUARTILE	40350	42200	44000	45650	47150	48400	49400	50300	50400
LOWER DECILE	38150	39700	41150	42550	43800	44900	45800	46700	47250
MEAN	42750	45500	48150	50550	52600	54250	55400	56100	55150
TOTAL NUMBER	24	24	26	38	36	25	19	12	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 251

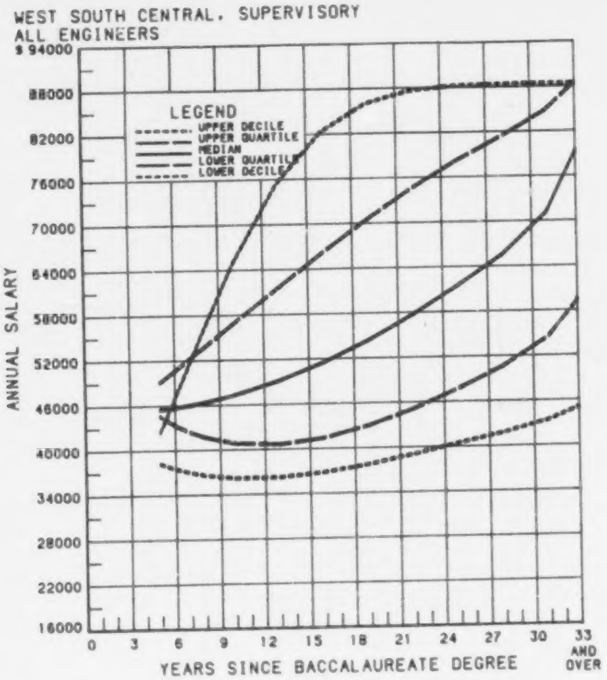
WEST SOUTH CENTRAL
ALL ENGINEERS

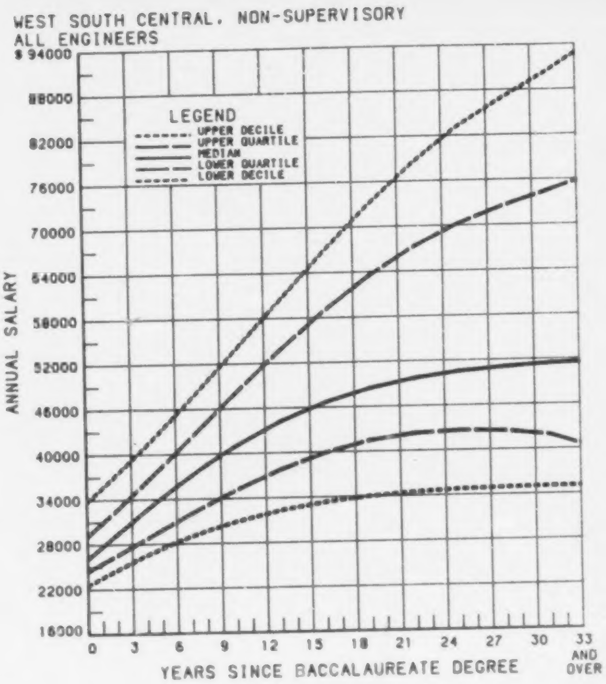


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32800	35100	37450	39900	42450	45100	47750	50450	53200
UPPER QUARTILE	29050	30950	32900	34900	37000	39100	41250	43450	45650
MEDIAN	27250	28550	29850	31200	32550	33950	35350	36750	38200
LOWER QUARTILE	24450	25600	26750	27900	29000	30150	31250	32350	33450
LOWER DECILE	22300	23450	24550	25650	26750	27800	28800	29750	30650
MEAN	27100	28650	30250	31900	33550	35200	36900	38550	40200
TOTAL NUMBER	114	108	101	193	170	195	206	179	175
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58500	66350	73150	78750	83000	86050	88050	89600	90600
UPPER QUARTILE	50050	56400	62300	67400	71650	74950	77400	79550	81000
MEDIAN	41050	45200	49150	52750	55900	58550	60700	62750	64450
LOWER QUARTILE	35500	38300	40750	42700	44300	45500	46400	47150	47650
LOWER DECILE	32300	34300	35750	36650	37150	37400	37450	37450	37350
MEAN	43450	48100	52200	55700	58550	60800	62400	63850	64800
TOTAL NUMBER	523	582	462	496	372	285	266	113	358
OVER $93000	1	0	3	39	19	0	5	62	136
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4907





WEST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	42450	47000	51600	56200
UPPER QUARTILE	0	0	0	0	0	49150	50650	52200	53750
MEDIAN	0	0	0	0	0	45500	45750	46050	46400
LOWER QUARTILE	0	0	0	0	0	44600	43350	42400	41700
LOWER DECILE	0	0	0	0	0	38200	37500	37000	36500
MEAN	0	0	0	0	0	45550	46450	47250	48100
TOTAL NUMBER	0	0	3	0	0	10	19	37	41
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64900	75450	82300	86000	87650	88250	88400	88450	89450
UPPER QUARTILE	56900	61550	66150	70500	74550	78200	81350	84800	88500
MEDIAN	47350	49200	51550	54400	57750	61500	65550	71150	79400
LOWER QUARTILE	40850	40650	41450	43050	45200	47800	50700	54500	59350
LOWER DECILE	36200	36250	36850	37850	39100	40500	41850	43450	45100
MEAN	49800	52400	55100	57800	60550	63350	66100	69650	75300
TOTAL NUMBER	130	208	185	184	146	121	96	97	242
OVER $93000	1	0	3	39	19	0	5	62	96
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1526

WEST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33750	35500	37350	39250	41150	43150	45200	47250	49400
UPPER QUARTILE	29100	30850	32600	34450	36350	38250	40200	42150	44100
MEDIAN	26050	27700	29350	30950	32600	34150	35650	37100	38500
LOWER QUARTILE	24400	25500	26550	27650	28750	29850	30950	32050	33100
LOWER DECILE	22500	23600	24600	25600	26550	27400	28250	29000	29700
MEAN	26950	28450	30000	31500	33050	34600	36150	37650	39100
TOTAL NUMBER	114	108	98	193	169	185	187	141	134
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53700	50250	66750	72850	78350	83100	86850	90350	92900
UPPER QUARTILE	48000	53650	58850	63400	67200	70200	72500	74450	75850
MEDIAN	41000	44200	46650	48450	49700	50550	51050	51450	51600
LOWER QUARTILE	35100	37800	39950	41500	42350	42650	42500	41900	40650
LOWER DECILE	30900	32350	33350	34050	34500	34800	34950	35050	35100
MEAN	41950	45850	49150	51850	54000	55600	56700	57600	58150
TOTAL NUMBER	392	373	277	311	226	164	170	15	116
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3381

WEST SOUTH CENTRAL, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31850	34100	36450	38900	41400	43950	46550	49150	51800
UPPER QUARTILE	28900	30650	32450	34300	36250	38200	40150	42150	44150
MEDIAN	26600	27950	29350	30750	32200	33600	35000	36400	37800
LOWER QUARTILE	24450	25500	26600	27700	28800	29850	30900	31950	32950
LOWER DECILE	22350	23400	24450	25500	26500	27450	28350	29200	30050
MEAN	26750	28300	29900	31500	33100	34700	36350	37950	39500
TOTAL NUMBER	114	108	90	183	156	176	142	125	141
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56950	64200	70450	75450	79100	81700	83350	84650	85400
UPPER QUARTILE	48200	54000	59350	64000	67950	71050	73350	75450	76900
MEDIAN	40550	44350	47700	50550	52900	54700	56050	57250	58050
LOWER QUARTILE	34850	37400	39550	41350	42750	43800	44550	45200	45650
LOWER DECILE	31500	33250	34550	35400	35950	36300	36500	36650	36700
MEAN	42550	46700	50300	53200	55500	57250	58450	59450	60100
TOTAL NUMBER	323	405	326	302	191	159	135	91	254
OVER $93000	1	0	3	1	0	0	3	43	72
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3430

WEST SOUTH CENTRAL, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	62600	63350	64050
UPPER QUARTILE	0	0	0	0	0	0	50450	51300	52150
MEDIAN	0	0	0	0	0	0	46350	45750	45300
LOWER QUARTILE	0	0	0	0	0	0	43350	42100	41100
LOWER DECILE	0	0	0	0	0	0	35100	35100	35150
MEAN	0	0	0	0	0	0	47000	47200	47450
TOTAL NUMBER	0	0	3	0	0	0	10	28	39
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	65500	67800	70200	72650	75250	77950	80700	84600	91900
UPPER QUARTILE	53900	56700	59700	63000	66550	70400	74600	80850	93750
MEDIAN	44950	45350	46750	48950	51950	55650	59900	66100	75450
LOWER QUARTILE	39700	38800	39000	40000	41700	44050	46950	51350	58650
LOWER DECILE	35350	35900	36700	37650	38800	40000	41150	42650	44350
MEAN	48050	49200	50700	52550	54750	57400	60450	65250	75200
TOTAL NUMBER	77	183	149	113	102	86	71	74	210
OVER $93000	1	0	3	1	0	0	3	43	72
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1153

WEST SOUTH CENTRAL, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32700	34350	36100	37950	39900	41950	44050	46250	48500
UPPER QUARTILE	28150	30050	32000	34000	36050	38100	40150	42200	44200
MEDIAN	25600	27350	29050	30800	32500	34150	35750	37300	38700
LOWER QUARTILE	24200	25300	26400	27550	28650	29750	30800	31850	32850
LOWER DECILE	22600	23550	24500	25400	26250	27050	27800	28500	29100
MEAN	26400	27950	29550	31150	32800	34400	36000	37550	39100
TOTAL NUMBER	114	108	87	183	156	175	132	97	101
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53200	60400	67050	72350	75300	75350	72700	66050	51900
UPPER QUARTILE	47950	52600	55800	57450	57800	57250	56200	54700	52850
MEDIAN	41150	43850	45350	45900	45850	45450	45000	44400	43900
LOWER QUARTILE	34650	36800	38150	38700	38550	37850	36900	35450	33400
LOWER DECILE	30150	31150	31650	31800	31650	31400	31050	30700	30350
MEAN	41900	45350	47700	48900	49100	48650	47800	46550	44900
TOTAL NUMBER	245	221	177	188	88	72	63	16	44
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2276

WEST SOUTH CENTRAL, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	38100	39900	41750	43750	45800	47950	50200
UPPER QUARTILE	0	0	37850	39150	40500	41900	43350	44900	46450
MEDIAN	0	0	34700	35700	36700	37700	38750	39850	40900
LOWER QUARTILE	0	0	31900	32750	33600	34450	35300	36200	37050
LOWER DECILE	0	0	28650	29350	30100	30800	31500	32200	32950
MEAN	0	0	35250	36300	37350	38450	39600	40750	41950
TOTAL NUMBER	0	0	11	9	13	19	64	53	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54900	62600	70650	78650	85950	91750	95500	96650	90400
UPPER QUARTILE	49750	55050	60750	66750	72800	78600	83700	88750	90250
MEDIAN	43100	46450	49850	53100	56050	58550	60450	61850	60550
LOWER QUARTILE	38850	41450	43900	46150	48050	49450	50250	50350	47900
LOWER DECILE	34350	36400	38300	39950	41200	42050	42450	42150	39600
MEAN	44400	48200	52200	56250	60200	63900	67100	70250	71600
TOTAL NUMBER	187	75	124	127	105	124	93	22	54
OVER $93000	0	0	0	19	19	0	1	19	24
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1122

WEST SOUTH CENTRAL, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	41900	46100	50350	0
UPPER QUARTILE	0	0	0	0	0	41500	45500	49550	0
MEDIAN	0	0	0	0	0	41650	43850	46150	0
LOWER QUARTILE	0	0	0	0	0	42350	43600	44900	0
LOWER DECILE	0	0	0	0	0	42000	42900	43800	0
MEAN	0	0	0	0	0	41700	44300	47000	0
TOTAL NUMBER	0	0	0	0	0	9	9	9	1
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	62850	72950	79200	81900	82250	81500	80450	79350	78600
UPPER QUARTILE	61550	71450	77850	80850	81500	80900	79950	78850	78000
MEDIAN	53600	61450	69050	75400	79300	80050	77600	70600	55050
LOWER QUARTILE	48850	52700	56350	59500	61900	63400	63750	62500	56250
LOWER DECILE	46400	48800	50900	52550	53750	54350	54300	53250	49150
MEAN	54800	61700	67000	70450	72200	72650	72350	71500	70300
TOTAL NUMBER	43	5	36	52	34	34	24	22	11
OVER $93000	0	0	0	19	19	0	1	19	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 294

WEST SOUTH CENTRAL, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	38550	39750	41050	42350	43700	45150	46600
UPPER QUARTILE	0	0	43850	43000	42500	42300	42350	42650	43100
MEDIAN	0	0	34100	35050	35950	36900	37850	38800	39750
LOWER QUARTILE	0	0	31000	31850	32750	33650	34550	35450	36350
LOWER DECILE	0	0	30150	30550	31000	31400	31800	32150	32550
MEAN	0	0	40350	39750	39350	39200	39200	39400	39700
TOTAL NUMBER	0	0	11	9	13	9	55	44	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49700	54750	60300	66300	72650	79300	85900	0	100000
UPPER QUARTILE	44600	48050	52950	59150	66550	74800	83300	0	100000
MEDIAN	41650	44500	47150	49450	51350	52650	53300	0	49650
LOWER QUARTILE	38150	40750	43150	45100	46600	47400	47450	0	42150
LOWER DECILE	33300	34300	35150	35850	36350	36650	36750	0	35300
MEAN	40700	43000	46200	50150	54600	59400	64100	0	74950
TOTAL NUMBER	144	70	88	75	71	90	69	0	43
OVER $93000	0	0	0	0	0	0	0	0	20
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 827

WEST SOUTH CENTRAL, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61050	75350	83750	86700	86650	0	84400	0	82950
UPPER QUARTILE	52300	64250	74150	80850	84250	0	85300	0	83700
MEDIAN	53750	55650	57850	60350	63200	0	70350	0	91850
LOWER QUARTILE	45350	45550	46250	47550	49450	0	55950	0	90450
LOWER DECILE	43400	41850	40800	40250	40150	0	41200	0	49050
MEAN	55550	56800	58250	59950	62000	0	67150	0	82800
TOTAL NUMBER	11	100	11	65	75	1	37	0	49
OVER $93000	0	0	0	19	0	0	0	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

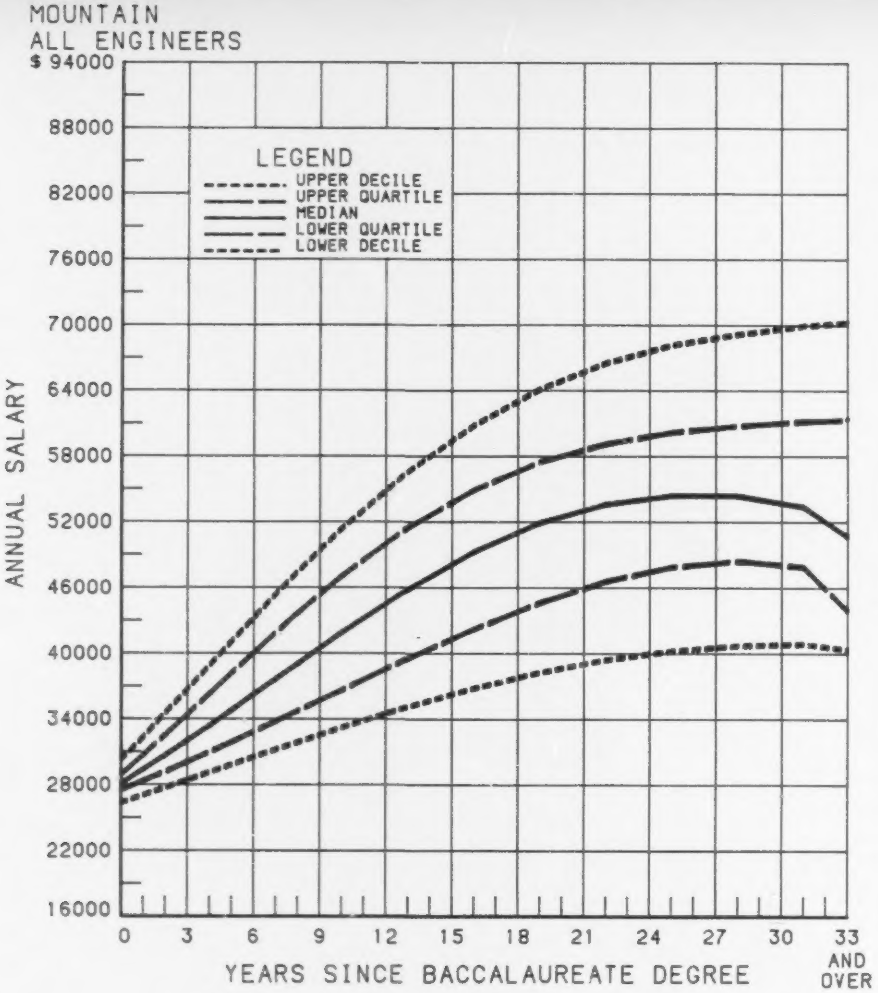
ENGINEERS COVERED - 354

WEST SOUTH CENTRAL, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	60350	65150	69700	73800	0	80500	0	86900
UPPER QUARTILE	0	57200	61800	66300	70650	0	78450	0	87600
MEDIAN	0	50800	53700	56950	60550	0	69100	0	91950
LOWER QUARTILE	0	42300	46700	49850	51700	0	52400	0	50600
LOWER DECILE	0	35600	46150	42250	41400	0	41300	0	41300
MEAN	0	50050	52650	55350	58200	0	64300	0	76550
TOTAL NUMBER	1	81	11	46	66	1	37	0	28
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 276

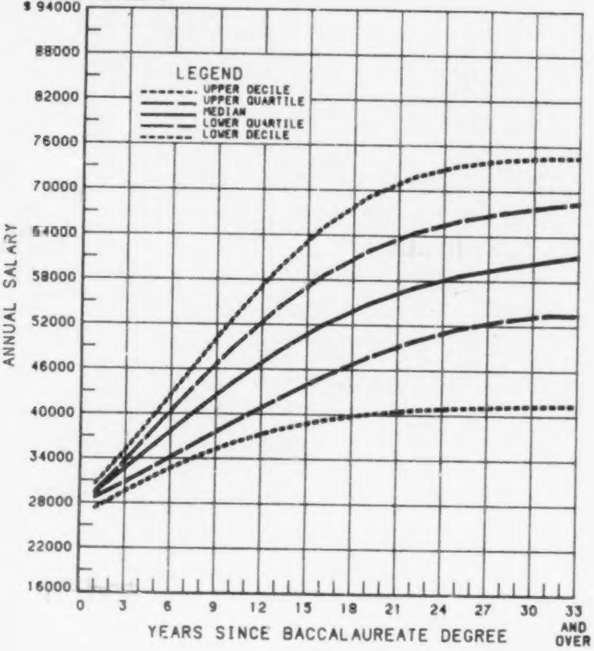


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	32350	34550	36700	38900	41100	43250	45400	47450
UPPER QUARTILE	28900	30700	32550	34400	36300	38200	40050	41900	43700
MEDIAN	28100	29400	30700	32050	33400	34800	36250	37650	39050
LOWER QUARTILE	27500	28350	29200	30100	31000	31900	32850	33800	34750
LOWER DECILE	26350	27050	27750	28450	29150	29850	30550	31250	31900
MEAN	28400	29700	31050	32400	33800	35200	36600	38000	39400
TOTAL NUMBER	54	80	112	76	97	122	128	118	78
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

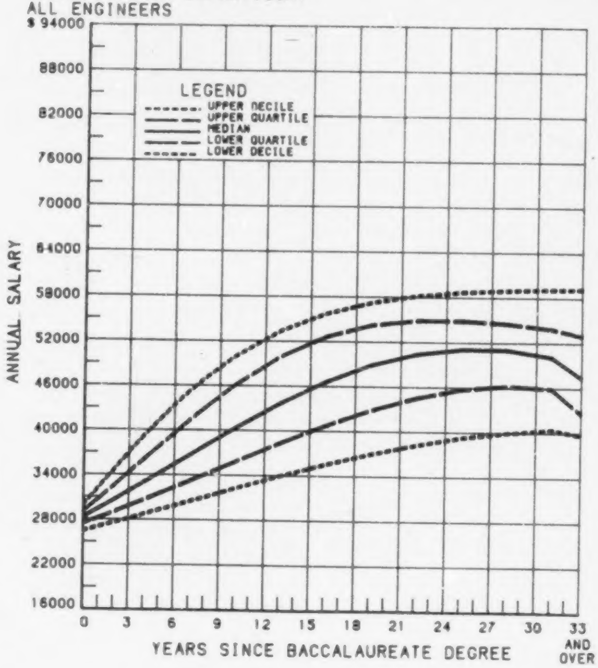
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51400	56600	60850	64150	66550	68200	69200	69950	70250
UPPER QUARTILE	47050	51500	54950	57500	59150	60200	60800	61200	61350
MEDIAN	41900	45850	49300	51950	53650	54450	54400	53400	50700
LOWER QUARTILE	36650	39550	42250	44650	46600	47900	48450	47900	43950
LOWER DECILE	33250	35150	36850	38300	39450	40250	40750	40900	40350
MEAN	42100	45950	49250	51800	53600	54600	55000	54750	53700
TOTAL NUMBER	208	210	148	152	145	166	132	112	207
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2354

MOUNTAIN. SUPERVISORY
ALL ENGINEERS



MOUNTAIN. NON-SUPERVISORY
ALL ENGINEERS



MOUNTAIN, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	30600	32850	35200	37600	40050	42600	45150	47650
UPPER QUARTILE	0	29550	31600	33750	35950	38150	40350	42500	44650
MEDIAN	0	29400	31050	32700	34350	36000	37650	39300	40900
LOWER QUARTILE	0	28750	29800	30850	31950	33050	34200	35300	36450
LOWER DECILE	0	27300	28450	29600	30650	31700	32700	33600	34500
MEAN	0	29300	31000	32650	34350	36050	37800	39450	41150
TOTAL NUMBER	0	5	10	6	9	52	49	50	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52650	59450	65050	69150	71850	73350	74100	74450	74450
UPPER QUARTILE	48700	54150	58600	61950	64400	66050	67150	68000	68450
MEDIAN	44050	48300	51950	54850	57050	58700	59800	60750	61350
LOWER QUARTILE	38700	41950	45000	47700	49900	51600	52750	53500	53450
LOWER DECILE	36050	37900	39200	40100	40700	41000	41200	41350	41400
MEAN	44350	48700	52350	55200	57300	58800	59750	60500	60950
TOTAL NUMBER	80	104	71	62	82	75	70	52	82
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 884

MOUNTAIN, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	32300	34650	37000	39250	41350	43400	45250	46950
UPPER QUARTILE	29050	30750	32500	34300	36100	37850	39600	41350	43000
MEDIAN	28300	29450	30600	31800	33000	34200	35450	36650	37900
LOWER QUARTILE	27450	28200	29000	29850	30650	31500	32350	33200	34050
LOWER DECILE	26450	27050	27600	28150	28750	29350	29900	30500	31050
MEAN	28700	29850	31000	32200	33400	34600	35800	37050	38200
TOTAL NUMBER	54	74	101	70	87	70	78	68	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49950	53400	55750	57250	58200	58750	59000	59150	59200
UPPER QUARTILE	46100	49950	52650	54250	54900	54900	54550	53850	52950
MEDIAN	40300	43700	46600	48900	50400	51100	51050	50100	47350
LOWER QUARTILE	35800	38350	40750	42850	44550	45750	46250	45900	42600
LOWER DECILE	32250	33950	35550	37000	38250	39300	40000	40450	39750
MEAN	40550	43750	46500	48600	49950	50600	50650	49950	48000
TOTAL NUMBER	128	105	76	89	62	91	61	59	124
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1469

MOUNTAIN, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28850	30800	32800	34850	36950	39000	41050	43100	45100
UPPER QUARTILE	28700	30250	31800	33400	35000	36600	38200	39800	41350
MEDIAN	28200	29250	30300	31350	32450	33550	34650	35800	36900
LOWER QUARTILE	27250	28000	28750	29550	30350	31150	32000	32800	33650
LOWER DECILE	26300	26850	27400	28000	28550	29150	29750	30350	30950
MEAN	28150	29300	30450	31600	32800	33950	35150	36350	37550
TOTAL NUMBER	54	71	97	40	77	101	90	78	44
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48950	54050	58250	61450	63850	65500	66600	67500	68000
UPPER QUARTILE	44400	48600	52200	55200	57550	59250	60500	61550	62300
MEDIAN	39200	42500	45550	48250	50350	51800	52550	52550	50750
LOWER QUARTILE	35350	37850	40250	42500	44350	45800	46700	46900	44600
LOWER DECILE	32100	33850	35550	37100	38450	39600	40400	41050	40550
MEAN	39900	43250	46300	48850	50900	52450	53450	54150	54350
TOTAL NUMBER	128	102	50	52	51	72	70	54	144
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1385

MOUNTAIN, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31000	33250	35500	37800	40100	42350	44600	46750
UPPER QUARTILE	0	30350	32250	34200	36150	38100	40050	41950	43800
MEDIAN	0	31200	32300	33500	34650	35850	37050	38250	39450
LOWER QUARTILE	0	29250	30150	31100	32050	33000	33950	34950	35900
LOWER DECILE	0	28500	29300	30050	30800	31550	32300	33050	33800
MEAN	0	30500	31850	33200	34550	35950	37300	38650	40000
TOTAL NUMBER	0	5	10	6	9	51	49	35	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50900	56300	60650	63950	66300	67900	68900	69700	70050
UPPER QUARTILE	47350	52050	55950	58950	61250	62850	63900	64750	65200
MEDIAN	41900	45450	48850	52000	54850	57350	59400	61550	63650
LOWER QUARTILE	37850	40750	43500	46100	48500	50650	52500	54450	56550
LOWER DECILE	35200	37150	38950	40550	41900	43050	44000	44900	45750
MEAN	42650	46400	49850	52800	55300	57300	58900	60350	61500
TOTAL NUMBER	70	72	29	25	43	40	35	22	58
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 579

MOUNTAIN, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	30900	32300	33700	35100	36550	38000	39450	40950
UPPER QUARTILE	29350	30300	31250	32250	33250	34250	35250	36300	37350
MEDIAN	28450	29200	29900	30650	31400	32150	32950	33700	34500
LOWER QUARTILE	27700	28150	28650	29150	29650	30150	30650	31150	31650
LOWER DECILE	26350	26800	27200	27650	28100	28550	29000	29450	29900
MEAN	28550	29300	30050	30850	31600	32400	33200	34050	34850
TOTAL NUMBER	54	65	86	34	67	50	41	43	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43800	47900	51450	54250	56200	57300	57650	57200	55550
UPPER QUARTILE	39500	42700	45750	48500	50800	52500	53500	53650	51100
MEDIAN	36100	38450	40750	42900	44850	46400	47550	48300	47300
LOWER QUARTILE	32650	34200	35700	37100	38450	39700	40800	42000	43150
LOWER DECILE	30800	32150	33450	34700	35900	37050	38000	39100	40250
MEAN	36500	39000	41400	43650	45600	47200	48250	48850	47300
TOTAL NUMBER	57	30	20	26	8	32	35	31	85
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 806

MOUNTAIN, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	35500	37050	38600	40200	41850	43500	45200	46850
UPPER QUARTILE	0	34400	35850	37250	38700	40150	41600	43000	44400
MEDIAN	0	33600	34650	35700	36750	37800	38850	39900	40950
LOWER QUARTILE	0	31950	32800	33600	34450	35250	36050	36850	37650
LOWER DECILE	0	35750	35500	35200	35000	34750	34600	34400	34250
MEAN	0	33100	34300	35500	36700	37850	39050	40200	41300
TOTAL NUMBER	0	9	15	35	18	18	31	33	27
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50200	55050	59350	62950	65550	67100	67700	67250	64950
UPPER QUARTILE	47100	50750	53800	56200	57850	58850	59300	59300	58750
MEDIAN	43000	45850	48400	50450	51900	52800	53100	52700	50700
LOWER QUARTILE	39100	41100	42800	44100	44950	45450	45600	45300	44200
LOWER DECILE	34000	33800	33700	33800	34050	34450	35050	36150	39150
MEAN	43450	46300	48650	50450	51700	52450	52800	52900	52500
TOTAL NUMBER	53	76	54	45	53	62	46	50	49
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 682

MOUNTAIN, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	47600	50250
UPPER QUARTILE	0	0	0	0	0	0	0	42300	44300
MEDIAN	0	0	0	0	0	0	0	40100	41850
LOWER QUARTILE	0	0	0	0	0	0	0	39950	41600
LOWER DECILE	0	0	0	0	0	0	0	40350	40200
MEAN	0	0	0	0	0	0	0	41650	43250
TOTAL NUMBER	0	0	0	0	0	0	0	14	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55500	62500	67900	71350	73000	73300	72750	71500	69850
UPPER QUARTILE	48200	53650	58150	61450	63400	64200	64150	63350	61650
MEDIAN	45150	49750	53500	56250	57950	58700	58750	58200	56950
LOWER QUARTILE	43750	44850	44500	43750	43000	42400	42050	41800	41700
LOWER DECILE	39900	39550	39300	39250	39300	39450	39800	40450	42250
MEAN	46300	50250	53200	55200	56250	56650	56550	56100	55300
TOTAL NUMBER	8	26	27	13	21	19	27	27	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 215

MOUNTAIN, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	35250	37050	38800	40500	42100	43650	45100	46450
UPPER QUARTILE	0	34250	35850	37350	38850	40250	41550	42850	44000
MEDIAN	0	33500	34550	35550	36600	37600	38600	39550	40500
LOWER QUARTILE	0	32350	33000	33600	34250	34900	35500	36150	36750
LOWER DECILE	0	33300	33400	33500	33600	33700	33800	33900	34000
MEAN	0	33000	34250	35450	36600	37700	38750	39750	40650
TOTAL NUMBER	0	9	15	35	18	18	31	18	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	51800	54000	55550	56650	57300	57700	58[illegible]00	58100
UPPER QUARTILE	46100	48650	50550	51900	52850	53450	53850	54100	54200
MEDIAN	42300	44750	46750	48250	49300	49900	50150	5000[illegible]	49250
LOWER QUARTILE	38000	39750	41350	42800	43950	44850	45400	45500	44200
LOWER DECILE	34200	34550	34900	35300	35650	36050	36500	37100	38250
MEAN	42350	44400	46000	47200	48050	48650	49000	49300	49400
TOTAL NUMBER	45	49	26	32	32	42	18	23	26
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

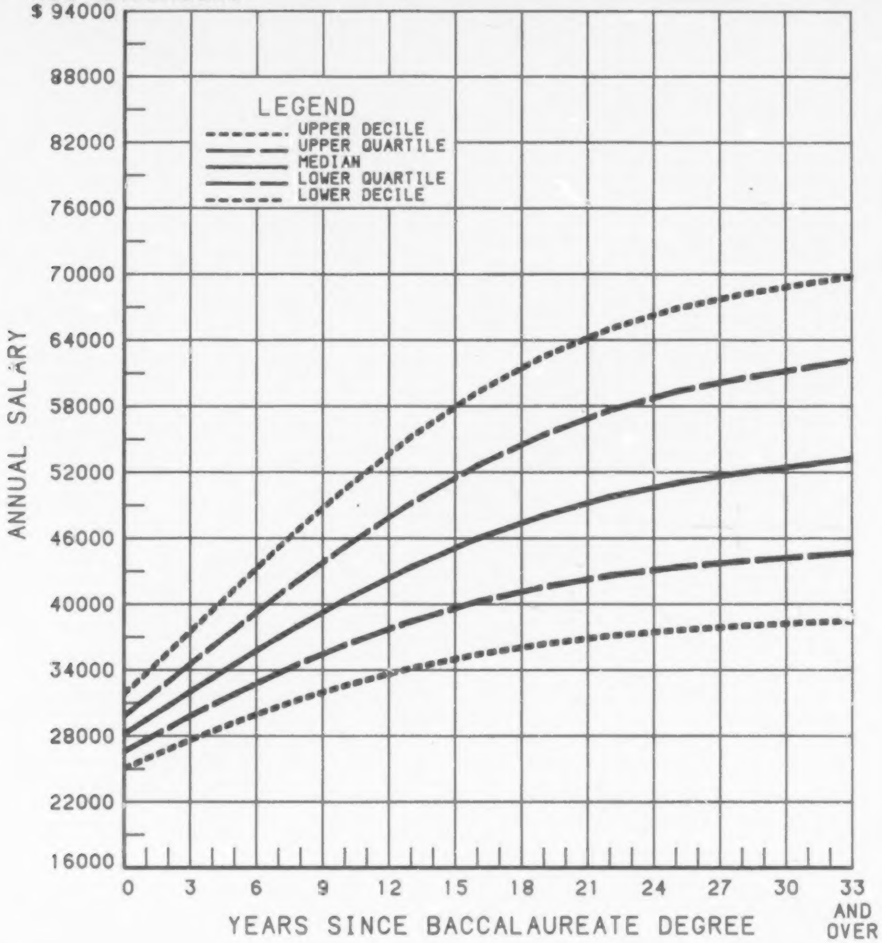
MOUNTAIN, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	46500	48150	49850
UPPER QUARTILE	0	0	0	0	0	0	44800	46200	47600
MEDIAN	0	0	0	0	0	0	43550	44650	45800
LOWER QUARTILE	0	0	0	0	0	0	42350	43250	44150
LOWER DECILE	0	0	0	0	0	0	41300	42050	42800
MEAN	0	0	0	0	0	0	43700	44900	46100
TOTAL NUMBER	0	0	0	0	1	1	5	6	6
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53300	58700	64100	69250	73700	77050	78950	78800	71650
UPPER QUARTILE	50500	54800	58950	62750	65850	68050	69050	68450	62500
MEDIAN	48050	51350	54450	57150	59300	60700	61250	60650	56200
LOWER QUARTILE	45950	48450	50650	52350	53500	54050	53850	52600	48050
LOWER DECILE	44200	46150	47750	48950	49650	49850	49500	48300	44350
MEAN	48500	52000	55300	58200	60450	61900	62450	61650	56600
TOTAL NUMBER	26	31	42	54	40	31	14	7	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 285

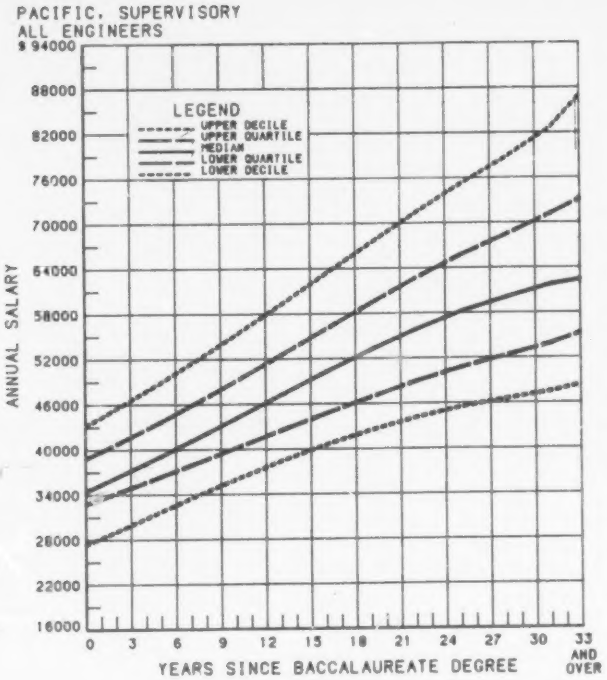
PACIFIC
ALL ENGINEERS

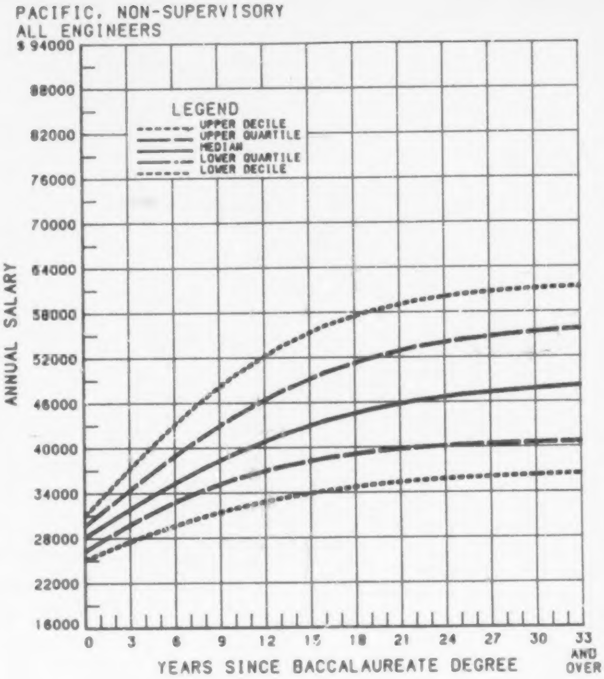


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31850	33700	35600	37500	39450	41350	43250	45150	47000
UPPER QUARTILE	29850	31400	32950	34550	36150	37700	39300	40850	42350
MEDIAN	28200	29500	30750	32050	33300	34550	35800	37000	38150
LOWER QUARTILE	26600	27700	28750	29850	30850	31850	32800	33750	34650
LOWER DECILE	25050	25950	26800	27650	28450	29250	30000	30700	31400
MEAN	28600	29900	31200	32500	33800	35100	36350	37600	38800
TOTAL NUMBER	299	275	301	341	395	251	240	261	275
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50500	55250	59300	62550	65050	66900	68200	69200	69800
UPPER QUARTILE	45250	49200	52650	55450	57650	59350	60550	61550	62200
MEDIAN	40400	43400	46000	48100	49800	51050	52000	52750	53300
LOWER QUARTILE	36300	38450	40250	41600	42650	43400	43950	44400	44700
LOWER DECILE	32600	34200	35450	36400	37150	37650	38050	38350	38500
MEAN	41150	44250	46900	49100	50850	52150	53100	53900	54450
TOTAL NUMBER	683	776	619	618	667	589	528	384	777
OVER $93000	0	0	0	1	6	12	13	5	24
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8287





PACIFIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	43200	44300	0	46550	47750	48900	50150	51400	52550
UPPER QUARTILE	38800	39750	0	41700	42700	43700	44750	45850	46900
MEDIAN	34450	35350	0	37200	38150	39100	40100	41100	42100
LOWER QUARTILE	32750	33450	0	34900	35650	36400	37150	37900	38650
LOWER DECILE	27350	28200	0	29950	30950	31750	32600	33500	34350
MEAN	35650	36550	0	38350	39250	40200	41150	42150	43150
TOTAL NUMBER	7	5	4	15	34	23	28	51	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55250	59200	63300	67350	71350	75150	78650	82600	86900
UPPER QUARTILE	49100	52500	55950	59350	62650	65700	68350	71150	73150
MEDIAN	44150	47200	50250	53150	55800	58150	60000	61750	62400
LOWER QUARTILE	40200	42500	44750	46900	48950	50750	52300	53900	55300
LOWER DECILE	36000	38400	40600	42500	44150	45500	46550	47550	48450
MEAN	45150	48200	51250	54250	57050	59600	61750	63800	64650
TOTAL NUMBER	138	208	184	213	260	231	193	138	271
OVER $93000	0	0	0	1	6	11	13	4	23
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2044

PACIFIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30950	33050	35150	37200	39250	41200	43100	44900	46600
UPPER QUARTILE	29650	31250	32800	34400	35950	37450	38950	40350	41700
MEDIAN	28150	29400	30650	31850	33050	34200	35300	36350	37400
LOWER QUARTILE	26250	27500	28650	29800	30850	31850	32800	33650	34450
LOWER DECILE	25100	25900	26750	27550	28300	29000	29650	30300	30900
MEAN	28100	29500	30900	32250	33550	34850	36050	37200	38300
TOTAL NUMBER	291	270	296	326	360	227	211	209	242
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	53400	56200	58150	59500	60350	60900	61250	61400
UPPER QUARTILE	44200	47450	50000	51900	53350	54300	55000	55500	55750
MEDIAN	39250	41650	43600	45050	46150	46950	47450	47900	48150
LOWER QUARTILE	35850	37450	38600	39400	39950	40300	40500	40650	40700
LOWER DECILE	31950	33250	34250	35000	35550	35900	36150	36350	36450
MEAN	40250	42700	44600	46000	47000	47650	48100	48450	48600
TOTAL NUMBER	544	567	434	404	406	358	335	245	506
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6242

PACIFIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31550	33050	34550	36100	37650	39200	40800	42400	44000
UPPER QUARTILE	29750	31100	32450	33800	35200	36550	37950	39300	40600
MEDIAN	28200	29300	30400	31500	32600	33650	34700	35750	36750
LOWER QUARTILE	26550	27600	28550	29550	30500	31400	32300	33100	33950
LOWER DECILE	25150	25900	26600	27300	27950	28600	29250	29850	30450
MEAN	28550	29600	30700	31800	32900	33950	35050	36100	37150
TOTAL NUMBER	293	251	274	282	341	195	172	169	209
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47150	51750	56000	59850	63150	65900	68100	70150	71750
UPPER QUARTILE	43200	46850	50050	52800	55100	56900	58250	59500	60400
MEDIAN	38700	41350	43650	45600	47200	48450	49400	50250	50850
LOWER QUARTILE	35450	37350	38900	40150	41050	41750	42200	42600	42850
LOWER DECILE	31550	33000	34200	35200	35950	36550	37000	37350	37650
MEAN	39200	42050	44650	46900	48800	50350	51550	52700	53600
TOTAL NUMBER	450	562	398	374	468	405	336	252	489
OVER $93000	0	0	0	1	6	10	13	4	23
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5927

PACIFIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38750	39750	0	41850	42950	44100	45250	46450	47700
UPPER QUARTILE	36950	37850	0	39650	40600	41550	42500	43500	44550
MEDIAN	34550	35300	0	36850	37700	38500	39350	40150	41000
LOWER QUARTILE	32500	33100	0	34350	35000	35650	36300	36950	37600
LOWER DECILE	26900	27700	0	29350	30200	31050	31850	32700	33500
MEAN	34300	35100	0	36800	37700	38600	39500	40400	41350
TOTAL NUMBER	7	5	3	15	34	21	28	38	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50250	54350	58750	63400	68250	73250	78250	84650	93850
UPPER QUARTILE	46600	49850	53200	56600	60000	63250	66350	69900	73850
MEDIAN	42750	45400	48000	50600	53100	55400	57400	59550	61250
LOWER QUARTILE	38950	40950	42950	44900	46800	48550	50150	51900	53750
LOWER DECILE	35150	37450	39600	41500	43150	44450	45500	46450	47250
MEAN	43300	46250	49200	52200	55050	57700	60050	62550	64450
TOTAL NUMBER	99	144	129	144	189	162	132	113	202
OVER $93000	0	0	0	1	6	10	12	4	22
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1497

PACIFIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32250	34000	35700	37400	39050	40650	42200	43650
UPPER QUARTILE	29450	30850	32250	33600	34950	36250	37500	38700	39900
MEDIAN	27850	29050	30250	31400	32500	33550	34550	35500	36400
LOWER QUARTILE	26200	27350	28450	29500	30450	31350	32200	32950	33650
LOWER DECILE	24900	25750	26550	27300	28000	28650	29250	29750	30250
MEAN	27900	29150	30350	31550	32650	33750	34800	35800	36700
TOTAL NUMBER	285	246	270	267	306	173	144	130	185
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46350	49850	52550	54550	56000	57050	57700	58150	58400
UPPER QUARTILE	42000	44750	46900	48550	49750	50600	51200	51650	51900
MEDIAN	38000	39950	41450	42550	43350	43850	44200	44450	44600
LOWER QUARTILE	34850	36200	37150	37800	38200	38450	38600	38700	38750
LOWER DECILE	31050	32000	32650	33100	33400	33600	33700	33750	33800
MEAN	38400	40550	42200	43400	44250	44900	45300	45600	45750
TOTAL NUMBER	351	418	269	230	278	243	203	138	287
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4430

PACIFIC, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31550	33050	34550	36100	37650	39200	40800	42400	44000
UPPER QUARTILE	29750	31100	32450	33800	35200	36550	37950	39300	40600
MEDIAN	28200	29300	30400	31500	32600	33650	34700	35750	36750
LOWER QUARTILE	26550	27600	28550	29550	30500	31400	32300	33100	33950
LOWER DECILE	25150	25900	26600	27300	27950	28600	29250	29850	30450
MEAN	28550	29600	30700	31800	32900	33950	35050	36100	37150
TOTAL NUMBER	293	251	274	282	341	195	172	169	209
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47150	51750	56000	59850	63150	65900	68100	70150	71750
UPPER QUARTILE	43200	46850	50050	52800	55100	56900	58250	59500	60400
MEDIAN	38700	41350	43650	45600	47200	48450	49400	50250	50850
LOWER QUARTILE	35450	37350	38900	40150	41050	41750	42200	42600	42850
LOWER DECILE	31550	33000	34200	35200	35950	36550	37000	37350	37650
MEAN	39200	42050	44650	46900	48800	50350	51550	52700	53600
TOTAL NUMBER	450	562	398	374	468	405	336	252	489
OVER $93000	0	0	0	1	6	10	13	4	23
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5927

PACIFIC, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38750	39750	0	41850	42950	44100	45250	46450	47700
UPPER QUARTILE	36950	37850	0	39650	40600	41550	42500	43500	44550
MEDIAN	34550	35300	0	36850	37700	38500	39350	40150	41000
LOWER QUARTILE	32500	33100	0	34350	35000	35650	36300	36950	37600
LOWER DECILE	26900	27700	0	29350	30200	31050	31850	32700	33500
MEAN	34300	35100	0	36800	37700	38600	39500	40400	41350
TOTAL NUMBER	7	5	3	15	34	21	28	38	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50250	54350	58750	63400	68250	73250	78250	84650	93850
UPPER QUARTILE	46600	49850	53200	56600	60000	63250	66350	69900	73850
MEDIAN	42750	45400	48000	50600	53100	55400	57400	59550	61250
LOWER QUARTILE	38950	40950	42950	44900	46800	48550	50150	51900	53750
LOWER DECILE	35150	37450	39600	41500	43150	44450	45500	46450	47250
MEAN	43300	46250	49200	52200	55050	57700	60050	62550	64450
TOTAL NUMBER	99	144	129	144	189	162	132	113	202
OVER $93000	0	0	0	1	6	10	12	4	22
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1497

PACIFIC, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32250	34000	35700	37400	39050	40650	42200	43650
UPPER QUARTILE	29450	30850	32250	33600	34950	36250	37500	38700	39900
MEDIAN	27850	29050	30250	31400	32500	33550	34550	35500	36400
LOWER QUARTILE	26200	27350	28450	29500	30450	31350	32200	32950	33650
LOWER DECILE	24900	25750	26550	27300	28000	28650	29250	29750	30250
MEAN	27900	29150	30350	31550	32650	33750	34800	35800	36700
TOTAL NUMBER	285	246	270	267	306	173	144	130	185
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46350	49850	52550	54550	56000	57050	57700	58150	58400
UPPER QUARTILE	42000	44750	46900	48550	49750	50600	51200	51650	51900
MEDIAN	38000	39950	41450	42550	43350	43850	44200	44450	44600
LOWER QUARTILE	34850	36200	37150	37800	38200	38450	38600	38700	38750
LOWER DECILE	31050	32000	32650	33100	33400	33600	33700	33750	33800
MEAN	38400	40550	42200	43400	44250	44900	45300	45600	45750
TOTAL NUMBER	351	418	269	230	278	243	203	138	287
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4430

PACIFIC, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37800	39350	40900	42400	43950	45450	46900	48350	49750
UPPER QUARTILE	36050	37150	38350	39500	40700	41850	43050	44250	45400
MEDIAN	32800	33850	34900	35950	37000	38050	39050	40050	41000
LOWER QUARTILE	30800	31600	32400	33200	34000	34750	35500	36250	37000
LOWER DECILE	26050	27100	28100	29100	30100	31100	32000	32900	33750
MEAN	32900	34050	35200	36350	37450	38600	39650	40700	41750
TOTAL NUMBER	6	24	27	58	53	52	50	71	53
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52450	56100	59250	61850	63950	65550	66700	67700	68350
UPPER QUARTILE	47750	51050	54150	56800	59050	60750	62000	62950	63300
MEDIAN	42900	45500	47800	49800	51450	52850	53900	54900	55750
LOWER QUARTILE	38400	40350	42050	43550	44800	45850	46650	47500	48250
LOWER DECILE	35350	37300	38750	39750	40300	40600	40650	40550	40300
MEAN	43700	46350	48650	50550	52100	53300	54250	55050	55700
TOTAL NUMBER	175	145	155	170	127	115	123	106	200
OVER $93000	0	0	0	0	0	1	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1719

PACIFIC, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	64300
UPPER QUARTILE	0	0	0	0	0	0	0	0	62100
MEDIAN	0	0	0	0	0	0	0	0	47700
LOWER QUARTILE	0	0	0	0	0	0	0	0	42700
LOWER DECILE	0	0	0	0	0	0	0	0	42250
MEAN	0	0	0	0	0	0	0	0	49650
TOTAL NUMBER	0	0	0	0	0	1	0	3	7
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	62200	61600	62850	65000	67500	69950	72000	73950	75200
UPPER QUARTILE	58150	56600	57650	60000	62750	65400	67550	69400	70450
MEDIAN	49500	52250	54900	57400	59650	61550	63100	64400	64400
LOWER QUARTILE	44750	47550	50050	52200	53950	55250	56150	56850	57150
LOWER DECILE	43150	44450	45750	47000	48200	49350	50400	51650	53400
MEAN	51000	53050	55050	57000	58800	60450	61900	63500	65200
TOTAL NUMBER	23	40	42	50	45	43	40	19	44
OVER $93000	0	0	0	0	0	1	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 362

PACIFIC, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38800	40050	41300	42500	43750	44950	46100	47250	48400
UPPER QUARTILE	36750	37750	38750	39700	40650	41600	42550	43500	44400
MEDIAN	33850	34650	35400	36200	36950	37750	38500	39250	40000
LOWER QUARTILE	31050	31800	32500	33250	33900	34600	35250	35900	36500
LOWER DECILE	26100	27150	28150	29150	30100	31000	31850	32650	33450
MEAN	33750	34700	35600	36450	37350	38200	39050	39900	40700
TOTAL NUMBER	6	24	26	58	52	51	50	68	45
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50550	53500	56100	58350	60150	61650	62800	63900	64750
UPPER QUARTILE	46200	48700	50950	52950	54700	56150	57350	58550	59650
MEDIAN	41450	43500	45400	47150	48650	50000	51150	52300	53500
LOWER QUARTILE	37700	39250	40600	41750	42700	43450	44000	44550	45000
LOWER DECILE	34800	36400	37500	38250	38650	38850	38950	39000	38950
MEAN	42250	44350	46250	47850	49150	50250	51100	51950	52650
TOTAL NUMBER	151	104	113	119	82	72	83	86	156
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1356

PACIFIC, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	57100	58150	59200
UPPER QUARTILE	0	0	0	0	0	0	50050	51050	52000
MEDIAN	0	0	0	0	0	0	46350	47150	47950
LOWER QUARTILE	0	0	0	0	0	0	42650	43250	43850
LOWER DECILE	0	0	0	0	0	0	38500	39350	40200
MEAN	0	0	0	0	0	0	46850	47700	48600
TOTAL NUMBER	0	0	0	0	0	2	17	19	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61250	64150	66800	69100	71050	72550	73650	74450	74600
UPPER QUARTILE	53950	56800	59500	62050	64250	66150	67650	68900	69250
MEDIAN	49450	51650	53700	55550	57300	58800	60100	61500	63100
LOWER QUARTILE	45050	46700	48200	49600	50800	51850	52750	53700	54750
LOWER DECILE	41700	43550	44850	45650	45950	45950	45700	45150	44250
MEAN	50300	52650	54800	56600	58150	59350	60300	61100	61700
TOTAL NUMBER	57	68	65	74	70	68	69	26	86
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 639

PACIFIC, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	53400	54550	55700
UPPER QUARTILE	0	0	0	0	0	0	46350	47550	48750
MEDIAN	0	0	0	0	0	0	44750	45550	46300
LOWER QUARTILE	0	0	0	0	0	0	42550	43050	43500
LOWER DECILE	0	0	0	0	0	0	37150	37900	38650
MEAN	0	0	0	0	0	0	45000	45900	46800
TOTAL NUMBER	0	0	0	0	0	2	17	10	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57850	60800	63400	65550	67200	68450	69250	69700	69600
UPPER QUARTILE	50950	54050	56700	59000	60850	62300	63400	64400	65300
MEDIAN	47750	49750	51550	53150	54550	55700	56650	57600	58550
LOWER QUARTILE	44450	45700	46800	47800	48650	49350	49950	50550	51200
LOWER DECILE	40100	41950	43450	44450	45050	45200	44950	44150	42050
MEAN	48500	50700	52550	54050	55200	56050	56650	57150	57550
TOTAL NUMBER	41	44	52	54	45	42	48	20	62
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 455

APPENDIX

Appendix:

1985 SALARY SURVEY PARTICIPANTS, BY SECTOR:

AEROSPACE

Brunswick Corp. (Calif.)
Clifton Precision (Instruments & Life Support Div., Iowa)
Clifton Precision Div. Litton Systems (Pa.)
Gulton Industries
Grumman Aerospace
Ithaco, Inc.
Martin-Marietta Orlando Aerospace
Systron-Donner Corp.
Tracor Aerospace

CHEMICALS, DRUGS, PLASTICS

Air Products and Chemicals, Inc.
Alza Corp.
Amchem Products Inc.
American Enka Co.
E. I. DuPont
Goodyear Atomic Corp.
Kaiser Agricultural Chemicals, Inc.
Malco Chemical Co.
Monsanto Company
Ozark-Mahoning Co.
Rilsan Industrial Inc.
Rohm and Haas Co.
Stauffer Chemical Co.
Survival Technology Inc.
Thoratec Medical
Velsicol Chemical Co.
W. R. Grace

COMMUNICATION SERVICES

Allnet Communications
Carolina Telephone and Telegraph
General Telephone of the Midwest
General Telephone of the Southeast
Indiana Bell Telephone
Lincoln Telephone and Telegraph
MCI International, Inc.
Netword, Inc.
North Pittsburgh Telephone Co.
Pacific Bell Telephone
Pacific Northwest Bell Telephone
Quintron Systems
Southwestern Bell Telephone

CONSTRUCTION

Affholder Inc.
Al Johnson Construction
Atkinson Mechanical Contractors (formerly Wismer & Becker)
Atlas Construction Co.
CBI Industries Inc.
Fordice Construction
Fru-Con Corp.
Hutter Construction
J. A. Reece Co.
Mid Valley, Inc.
National Engineering and Contracting
Peter Kiewit and Sons (Construction Div.)
Schenabel Foundation Company
Utility Contractors
W. M. Lyles Co.
Wells Concrete
Zinser-Furby Inc.

CONSULTANTS (engineering and architectural)

Alvord, Burdick and Howson
Black, Sivalls and Bryson, Inc.
Bovay Engineers, Inc.
Burgess and Niple, Inc.
Burns and Roe, Inc.
C. R. Velzy Assoc., Inc.
Camp, Dresser and McKee
Capitol Engineering Corp.
CH2M Hill Inc.
Clyde C. Williams
Crandall Dry Dock Engineers
Daily and Assoc.
Ebasco Services Inc.
Gannett Fleming
Goodkind and O'Dea, Inc.
Greeley and Hansen
Gulf Interstate Engineering
Hardesty and Hanover
Howard Needles Tammen and Bergendoff
J. J. Krebs and Sons
Peabody Process Systems, Inc.
PRC Engineering
Research-Cottrell
Rust International
Sargent and Lundy Engineers
Stanley Consultants Inc.

ELECTRICAL MACHINERY AND EQUIPMENT

Allen-Bradley Co.
Allen-Bradley Industrial Computer Group
Bodine Electric Co.
Copeland Corp.
Hobart Corp.
Joliet Equipment Corp.
Maytag Co.
Milwaukee Electric Tool Corp.
S & C Electric Co.
Whirlpool Corp.

ELECTRIC UTILITIES

American Electric Power-Service Corp.
Appalachian Power Co.
Arkansas Electric Cooperatives Corp.
Boston Edison
Carolina Power and Light Co.
Central Hudson Gas and Electric Co.
Central Illinois Light Co.
City Public Service Board of San Antonio
Commonwealth Edison
Dayton Power and Light Co.
Dominion Resources, Inc.

Douglas County (Georgia) Electric Membership Corp.
El Paso Electric Co.
Electric Power Board of Chattanooga
EVA Service Corp.
Grant County (Washington) Public Utility District
Illinois Power Co.
Indianapolis Power and Light Co.
Iowa-Illinois Gas and Electric Co.
Metropolitan Edison
Midstate Electric Co-op
Minnesota Power
Mississippi Power and Light Co.
Mississippi Power Co.
Montana Power Co.
Nebraska Public Power District
New York State Electric and Gas Corp.
Niagara Mohawk Power Corp.
Northern Neck Electric Co-op
Northwestern Wisconsin Electric Co.
Pennsylvania Power and Light
Public Service Co. of New Hampshire
Public Service Electric and Gas Co.
Safe Harbor Water Power Corp.
Sierra Pacific Power Co.
Southern Co. Services
Southern Indiana Gas and Electric Co.
Tampa Electric Co.
Texas-New Mexico Power Co.
Texas Utilities Generating Co.
Union Electric Co.
Upper Peninsula Power Co.
West Penn Power Co.
Wisconsin Electric Power Co.

ELECTRONIC EQUIPMENT (including computers)

Alpha Industries Inc.
American Electronic Laboratories Inc.
AT&T Technologies, Inc.
Ault Inc.
Case Communications, Inc.
Edo Corp.
Formation, Inc.
General Dynamics (Electronics Division)
George Risk Industries Inc.
Gould Inc. Defense Electronics Div.
HRB-Singer, Inc.
Iconics, Inc.
Inland Motor Division
Isco, Inc.
Ithaca Peripherals Inc.
Lockheed Electronics Co.
Litton Systems—Amecom Div.
Louis Allis Drives and Systems
MTS Systems Corp.
Norden Systems
Servo Corp.
System Development Corporation

ENGINEERING SERVICES, OTHER

ARCO Resources — Atlantic Richfield Co.
Arkwright-Boston Manufacturers Mutual Insurance Co.
Creare Inc.
Fluor Engineers
FMC Corp.
Halcon S. D. Group
Harza Engineering Co.
Hydrocarbon Research, Inc.
Underwriters Laboratories Inc.

GAS UTILITIES AND PIPELINES

Algonquin Gas Transmission Co.
Battle Creek Gas Co.
Colorado Interstate Gas Co.
Columbia Gas Transmission Corp.
Consolidated Gas Transmission
El Paso Natural Gas Co.
Laurel Pipeline Co.
Metropolitan Utilities District (Omaha)
Michigan Gas Utilities Co.
Nashville Gas Co.
Panhandle Eastern Pipeline Co.
Providence Gas Co.
Southern Natural Gas Co.
St. Lawrence Gas Co.
Texas Gas Transmission Co.
Valley Resources Inc.
Western Kentucky Gas Co.

GOVERNMENT (state and local)

Arkansas Highway and Transportation Dept.
City of Dayton, Ohio
City of Dayton Water Dept.
City of Portland, Ore. (Water Dept.)
Connecticut Water Co.
Indianapolis Water Co.
Kankakee Water Co.
Louisville Water Co.
Mississippi Research and Development Center
Mississippi State Highway Dept.
Missouri Highway and Transportation Dept.
New Jersey District Water Supply Commission
North Carolina Department of Transportation
North Dakota State Highway Dept.
Southern California Water Co.
Utilities Engineering Bureau of San Francisco

INSTRUMENTS, PRECISION

Benthos, Inc.
Brunswick Corp. (Florida)
Keithley Instruments
Parr Instrument Co.
Recon Optical Co.
Teledyne Avionics

MACHINERY (other than electrical)

Activation, Inc.
Ag-Chem Equipment Co.
Artisan Industries Inc.
Chemcut Corp.
Didde Graphic Systems Corp.
Elgin Sweeper Co.
Farmhand Inc.
Gehl Company
Koppers Co., Inc.
Manitowoc Engineering Co.

Prater Industries, Inc.
Roper Pump Co.
Taylor Machine Works
Timken Co.

METAL PRODUCTS, FABRICATED

AMP Inc.
Augusta Iron and Steel Works
Bernard Division, Dover Corp.
Brunswick Corp. (Wisc.)
Bush Hog Manufacturing Co.
Claude Sintz, Inc.
Deere and Co.
Duo-Fast Corp.
Ederer Inc.
Fafnir Bearing Division, Textron
Hackney Industries, Inc.
Hydroterm, Inc.
Intertherm, Inc.
Lakeside Bridge & Steel Co.
Lilliston Corp.
Milwaukee Metal Products Co.
Smith Berger Marine, Inc.
U.S. Solar Corp.
Worcester Controls Corp.

MINING

Cleveland Cliffs Iron Co.
Exxon Minerals
Freeport Sulphur Co.
Peter Kiewit Sons Inc. (Mining Division)
Polaris Resources Inc.

PETROLEUM

Alta Energy Corp.
Antares Oil Corp.
Burk Royalty Co.
Chevron Corp.
Citgo Petroleum Corp.
Dresser Engineering Co.
Dugan Production Corp.
Farmers Union Central Exchange, Inc.
Flag-Redfern Oil Co.
International Petroleum Services
Mesa Petroleum Corp.
Plains Resources, Inc.
Santa Fe Minerals, Inc.
Tesoro Petroleum Corp.
Total Petroleum Inc.
Zapata Offshore Drilling Corp.

PROFESSIONAL SOCIETIES/NONPROFIT ORGANIZATIONS

American Society of Biological Chemists
Illuminating Engineering Society of North America
MTM Association
Portland Cement Association
Rand Corporation
Water Pollution Control Federation

RESEARCH ORGANIZATIONS AND LABORATORIES

Aerospace Corporation
ASARCO Inc.
Auto Research Laboratories, Inc.
Battelle — Northwest
Borg-Warner Research Center
Dictaphone Research & Development
Duracell, Inc.
Eaton Corp.
EG&G Energy Measurements, Inc.
Environmental Research Institute of Michigan
Exxon Research and Engineering Co.
Fermilab
Halcon S. D. Group Inc. (NY/Texas)
General Research Corp. (California)
General Research Corp. (Virginia)
Gould Research Center
Lawrence Livermore National Laboratory
Los Alamos National Laboratory
MSE Inc.
National Radio Astronomy Observatory
PPG Industries (Glass Research & Development)
Ramex Synfuels
Re/Spec Inc.
Sandia National Laboratories (California)
Sandia National Laboratories (New Mexico)
University of Dayton Research Institute
Zimpro, Inc.

SHIPBUILDING

Associated Naval Architects Inc.
General Dynamics—Electric Boat Division
General Ship Corp.
General Ship Repair Corp.
Lockheed Shipbuilding

OTHERS (not classified elsewhere)

Allendale Mutual Insurance Company
American Institute of Timber Construction
Ameron
Anchor Dying and Finishing
Anchor Hocking
Armstrong World Industries
Bowater Southern Paper Co.
Cetus Corp.
Consolidated Paper
Cooper Tire and Rubber
Dairylea Cooperative
Fieldcrest Mills
Fundimensions
General Battery Corp.
Great Lakes Terminal & Transport
High Industries
Hershey Foods
Hydro Products Div. Honeywell
Inco Ltd.
Interstate Brick Co.
Kopp Glass Inc.
Kraft, Inc.
L. S. Heath
Litton Conveyor Systems

Litton Engineering Systems
Lord Corp.
Louisville Fire Brick Works
Martin Marietta Energy Systems
Mead Corp.
Monier Resources
Norplex
Pearl Brewing
Power Machine Co.
Precision Industrial Components Corp.
Price Brothers
San Jose Water Company
SFK Steel
Superior Fiber Products
Thomas, Bennett, and Hunter
Valley Detroit Diesel Allison
Welding, Design and Fabrication

AAES
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

February 1985

TO CORPORATE SALARY AND PERSONNEL ADMINISTRATORS:

The Engineering Manpower Commission of the American Association of Engineering Societies, Inc. is conducting its annual survey of engineers' salaries. Since AAES is a public service organization, broadly representative of the engineering profession, the EMC reports are recognized as authoritative and impartial. As an employer of engineering graduates you are invited to participate in this 1985 study.

The salary curves published from this study are in a form directly usable by most salary administrators. Data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

Salaries reported should be those in effect February 1, 1985. Please report base salaries and regular allowances only, without overtime or other unpredictable payments. Salaries for those who graduated in the first quarter of 1985 should be combined with the 1984 graduates. Please note that salaries for Master's and Ph.D. degree recipients are to be reported by the year the recipients' Baccalaureate degree was granted.

Two separate forms are enclosed, one for supervisory and the other for non-supervisory positions. Question 1 on the back of each form deals with the industry group for your organization. Please indicate the number of the group which represents your primary choice, and any secondary industry group you feel is also representative of your organization. To permit the most accurate breakdown of our salary statistics, we ask that diversified companies use separate forms to report components that are in different industry groups or locations. If you need additional forms, we will be glad to provide them.

While we look forward to receiving your data response, if your company does not intend to participate in this salary study, we would appreciate it if you would please use the enclosed postage-paid response envelope to so inform us. This will insure that no follow-up mailings will be sent to you.

Thank you for your time and cooperation.

Sincerely,

Carolyn J Heydt

Carolyn J. Heydt
Manager - Manpower Activities

Encl.

EXAMPLE OF COMPLETED FORM

Please report the number of individuals in each appropriate block as indicated below.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)													
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)
101	$88,000 & over															
102	$83,000-87,999	$5,000 intervals														
103	$78,000-82,999										1					
104	$73,000-77,999															
105	$68,000-72,999									9						
106	$63,000-67,999							1		1	1					
107	$58,000-62,999								2							
108	$53,000-57,999				4	2	1		3	1						
109	$48,000-52,999					2	7	8								
110	$45,000-47,999	$3,000 intervals		3	12	10	3	1	2		1					
111	$42,000-44,999		2	8	3	4		1								
112	$39,000-41,999		5	6	2											
113	$36,000-38,999															
114	$33,000-35,999															

Please do not use check-marks or X's when filling in the forms.

AAES
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

EMC Policy Regarding Salary Survey Participants

It is our practice to list the names of companies and other organizations participating in our salary surveys so that users will be able to ascertain whether a particular industry group is representative of their own field of employment. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else.

To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identification does not appear on the data section of salary questionnaires, and is not entered with the data in the computer. After the return has been checked for completeness, the respondent's name is removed from our follow-up list.
2. Respondents' data will not be disclosed to unauthorized persons under any circumstances.
3. No statistics will be published for any employer group consisting of less than five (5) respondents.
4. Statistics will be based on data exactly as reported by survey respondents unless a single employer's return would account for more than one half of the salaries in a group. In such cases, which occur only rarely, the data will be weighted in our computer program to prevent a single employer from unduly dominating the salary statistics for a group in which his data are included.
5. The names of individuals filling out the survey forms will not be published.
6. If any returns are received requesting that the respondent not be identified, these will be returned to the respondent. Anonymous returns will normally not be included in the survey statistics.

FORM A

DO NOT DETACH THIS PAGE—SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

1. Name of Reporting Organization: ______________________________

Address: ______________________________

City: ______________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ______________________________

Tel. No. (   )-______________

RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
345 EAST 47TH STREET, NEW YORK, NEW YORK 10017

FORM A
(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies, Inc.
212-705-7840

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on the inside data portion of this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ____________________

2. Total number of employees in organization or unit (approx): ____________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ____________________ Reason: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory) ____________________

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree**, to give a common basis for comparison. If year of graduation cannot be given, report by age. **(average 1984 graduate is 23, etc.)**

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock **options, bonuses, etc.**

NON-SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please include non-supervisory engineering graduates who are currently in non-technical positions.** If any engineering graduates must be omitted, please describe on line 4 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	BACHELORS DEGREE HIGHEST HELD		1984 (23)	1983 (24)	1982 (25)	1981 (26)	1980 (27)	1979 (28)	1978 (29)	1977 (30)	1976 (31)	1973 – 1975 (32-34)	1970 – 1972 (35-37)	1967 – 1969 (38-40)	1964 – 1966 (41-43)	1961 – 1963 (44-46)	1958 – 1960 (47-49)	1955 – 1957 (50-52)	1952 – 1954 (53-57)	UP TO 1951 (58+)	
101	$93,000 & over																				101
102	$88,000-92,999	$5,000 intervals																			102
103	$83,000-87,999																				103
104	$78,000-82,999																				104
105	$73,000-77,999																				105
106	$68,000-72,999																				106
107	$63,000-67,999																				107
108	$58,000-62,999																				108
109	$53,000-57,999																				109
110	$48,000-52,999																				110
111	$45,000-47,999	$3,000 intervals																			111
112	$42,000-44,999																				112
113	$39,000-41,999																				113
114	$36,000-38,999																				114
115	$33,000-35,999																				115
116	$30,000-32,999																				116
117	$27,000-29,999																				117
118	$26,000-26,999	$1,000 intervals																			118
119	$25,000-25,999																				119
120	$24,000-24,999																				120
121	$23,000-23,999																				121
122	$22,000-22,999																				122
123	$21,000-21,999																				123
124	$20,000-20,999																				124
125	$19,000-19,999																				125
126	$18,000-18,999																				126
127	Less than $18,000																				127
	MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)																				
201	$93,000 & over																				201
202	$88,000-92,999	$5,000 intervals																			202
203	$83,000-87,999																				203
204	$78,000-82,999																				204
205	$73,000-77,999																				205
206	$68,000-72,999																				206
207	$63,000-67,999																				207
208	$58,000-62,999																				208
209	$53,000-57,999																				209
210	$48,000-52,999																				210
211	$45,000-47,999	$3,000 intervals																			211
212	$42,000-44,999																				212
213	$39,000-41,999																				213
214	$36,000-38,999																				214
215	$33,000-35,999																				215
216	$30,000-32,999																				216
217	$27,000-29,999																				217
218	$26,000-26,999	$1,000 intervals																			218
219	$25,000-25,999																				219
220	$24,000-24,999																				220
221	$23,000-23,999																				221
222	$22,000-22,999																				222
223	$21,000-21,999																				223
224	$20,000-20,999																				224
225	$19,000-19,999																				225
226	$18,000-18,999																				226
227	Less than $18,000																				227
	DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)																				
301	$93,000 & over																				301
302	$88,000-92,999	$5,000 intervals																			302
303	$83,000-87,999																				303
304	$78,000-82,999																				304
305	$73,000-77,999																				305
306	$68,000-72,999																				306
307	$63,000-67,999																				307
308	$58,000-62,999																				308
309	$53,000-57,999																				309
310	$48,000-52,999																				310
311	$45,000-47,999	$3,000 intervals																			311
312	$42,000-44,999																				312
313	$39,000-41,999																				313
314	$36,000-38,999																				314
315	$33,000-35,999																				315
316	$30,000-32,999																				316
317	$27,000-29,999																				317
318	$26,000-26,999	$1,000 intervals																			318
319	$25,000-25,999																				319
320	$24,000-24,999																				320
321	$23,000-23,999																				321
322	$22,000-22,999																				322
323	$21,000-21,999																				323
324	$20,000-20,999																				324
325	$19,000-19,999																				325
326	$18,000-18,999																				326

FORM B

DO NOT DETACH THIS PAGE—SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

1. Name of Reporting Organization: ______________________

Address: ______________________

City: ______________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ______________________

Tel. No. (   )-__________

RETURN THIS ENTIRE DATA FORM AND FORM A TO:

ENGINEERING MANPOWER COMMISSION
345 EAST 47TH STREET, NEW YORK, NEW YORK 10017

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1984 graduate is 23, etc.)

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. Please report all supervisory engineering graduates, including those who are in general management or non-technical positions. If any must be omitted, please describe them on line 4 of the cover page of this form. Do not report part-time employees.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1984 (23)	1983 (24)	1982 (25)	1981 (26)	1980 (27)	1979 (28)	1978 (29)	1977 (30)	1976 (31)	1973 – 1975 (32-34)	1970 – 1972 (35-37)	1967 – 1969 (38-40)	1964 – 1966 (41-43)	1961 – 1963 (44-46)	1958 – 1960 (47-49)	1955 – 1957 (50-52)	1952 – 1954 (53-57)	UP TO 1951 (58+)	
101	$93,000 & over																				101
102	$88,000-92,999	$5,000 intervals																			102
103	$83,000-87,999																				103
104	$78,000-82,999																				104
105	$73,000-77,999																				105
106	$68,000-72,999																				106
107	$63,000-67,999																				107
108	$58,000-62,999																				108
109	$53,000-57,999																				109
110	$48,000-52,999																				110
111	$45,000-47,999	$3,000 intervals																			111
112	$42,000-44,999																				112
113	$39,000-41,999																				113
114	$36,000-38,999																				114
115	$33,000-35,999																				115
116	$30,000-32,999																				116
117	$27,000-29,999																				117
118	$26,000-26,999	$1,000 intervals																			118
119	$25,000-25,999																				119
120	$24,000-24,999																				120
121	$23,000-23,999																				121
122	$22,000-22,999																				122
123	$21,000-21,999																				123
124	$20,000-20,999																				124
125	$19,000-19,999																				125
126	$18,000-18,999																				126
127	Less than $18,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$93,000 & over																				201
202	$88,000-92,999	$5,000 intervals																			202
203	$83,000-87,999																				203
204	$78,000-82,999																				204
205	$73,000-77,999																				205
206	$68,000-72,999																				206
207	$63,000-67,999																				207
208	$58,000-62,999																				208
209	$53,000-57,999																				209
210	$48,000-52,999																				210
211	$45,000-47,999	$3,000 intervals																			211
212	$42,000-44,999																				212
213	$39,000-41,999																				213
214	$36,000-38,999																				214
215	$33,000-35,999																				215
216	$30,000-32,999																				216
217	$27,000-29,999																				217
218	$26,000-26,999	$1,000 intervals																			218
219	$25,000-25,999																				219
220	$24,000-24,999																				220
221	$23,000-23,999																				221
222	$22,000-22,999																				222
223	$21,000-21,999																				223
224	$20,000-20,999																				224
225	$19,000-19,999																				225
226	$18,000-18,999																				226
227	Less than $18,000																				227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$93,000 & over																				301
302	$88,000-92,999	$5,000 intervals																			302
303	$83,000-87,999																				303
304	$78,000-82,999																				304
305	$73,000-77,999																				305
306	$68,000-72,999																				306
307	$63,000-67,999																				307
308	$58,000-62,999																				308
309	$53,000-57,999																				309
310	$48,000-52,999																				310
311	$45,000-47,999	$3,000 intervals																			311
312	$42,000-44,999																				312
313	$39,000-41,999																				313
314	$36,000-38,999																				314
315	$33,000-35,999																				315
316	$30,000-32,999																				316
317	$27,000-29,999																				317
318	$26,000-26,999	$1,000 intervals																			318
319	$25,000-25,999																				319
320	$24,000-24,999																				320
321	$23,000-23,999																				321
322	$22,000-22,999																				322
323	$21,000-21,999																				323
324	$20,000-20,999																				324
325	$19,000-19,999																				325
326	$18,000-18,999																				326

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies, Inc.
212-705-7840

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on the inside data portion of this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ______________________

2. Total number of employees in organization or unit (approx): ______________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ______________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ______________________ Reason: ______________________

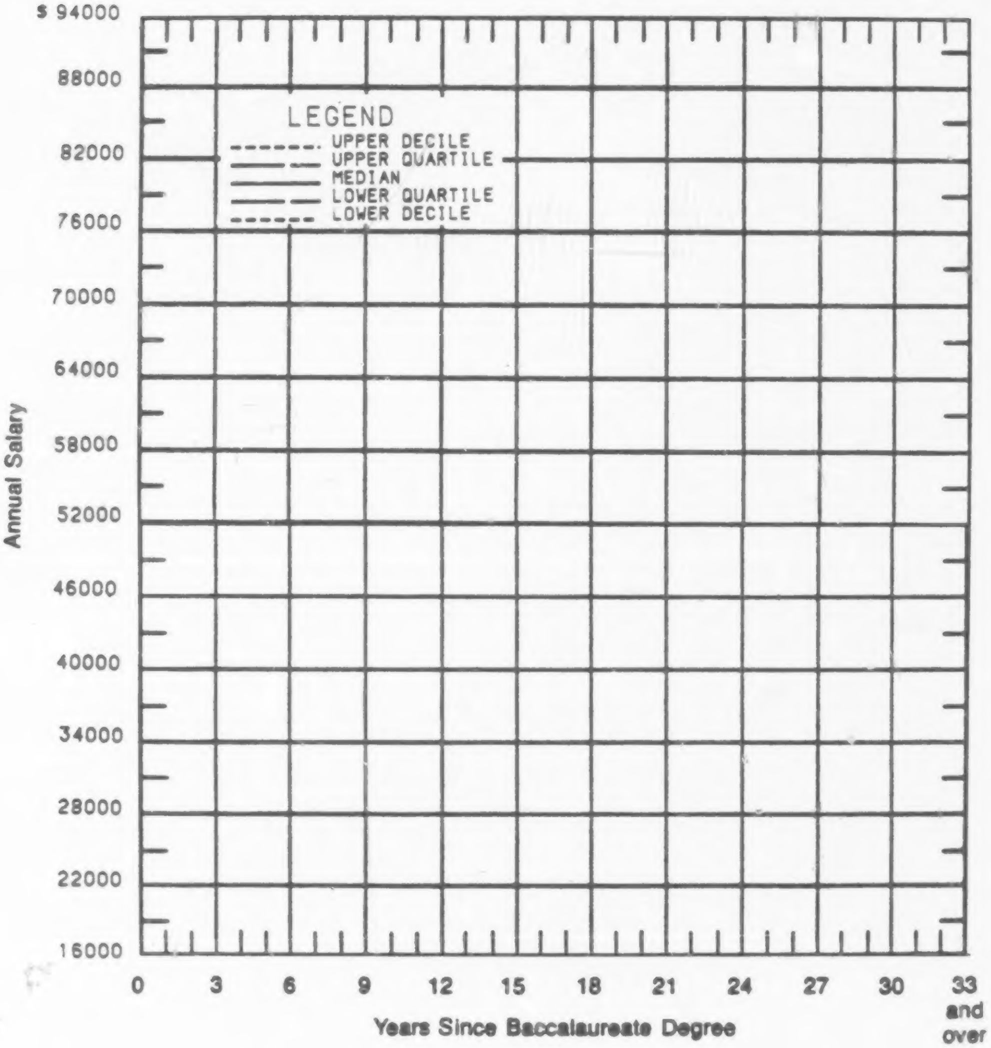
SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory) ______________________.

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions


$ 94000
88000
82000
76000
70000
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Annual Salary
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3
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9
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15
18
21
24
27
30
33 and over
Years Since Baccalaureate Degree
LEGEND
UPPER DECILE
UPPER QUARTILE
MEDIAN
LOWER QUARTILE
LOWER DECILE

AAES

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
415 2nd Street, N.E.
Suite 200
Washington, D.C. 20002
(202) 546-2237

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